

OCCUPATIONAL OUTLOOK: LOS ANGELES COUNTY 1995

A PRODUCT OF THE CALIFORNIA COOPERATIVE
OCCUPATIONAL INFORMATION SYSTEM,
SPONSORED BY THE
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If you have any questions concerning this report, please call Michael Arredondo (213-351-6622) at the Los Angeles County Community and Senior Services for assistance.

TABLE OF CONTENTS

1.		2
2.	Methodology	7
3.	Occupational Surveys	
A.	Full Survey Occupations:	
1.	Accountants and Auditors	11
2.	Adjustment Clerks	13
3.	Automotive Mechanics	15
4.	Chemical Equipment Controllers and Operators	17
5.	Chemical Technicians and Technologists - Except Medical and Clinical	19
6.	Child Care Workers	21
7.	Computer Support Specialists	23
8.	Correction Officers and Jailers	25
9.	Detectives and Investigators - Except Public	27
10.	Financial Managers	29
11.	Guards and Watch Guards	31
12.	LAN/WAN (Local/Wide Area) Network Managers	33
13.	Marketing, Advertising, and Public Relations Managers	35
14.	Merchandise Displayers and Window Trimmers	37
15.	Offset Lithographic Press Setters and Set-Up Operators	39
16.	Paralegal Personnel	41
17.	Personal and Home Care Aides	43
18.	Physical Therapists	45
19.	Physical Therapy Aides	47
20.	Physical Therapy Assistants	49
21.	Screen Printing Machine Setters and Set-Up Operators	51

22.	Systems Analysts - Electronic Data Processing	53
23.	Teachers - Special Education	55
24.	Truck Drivers - Heavy or Tractor Trailer	57
4.	Appendix: Summary List of Previously Studied Los Angeles County Occupations	59

INTRODUCTION

The labor market information presented here is produced through the cooperative efforts of the State Labor Market Information Division (LMID) of EDD and the Private Industry Council (PIC) of Los Angeles County. This labor market information report is the result of the California Cooperative Occupational Information System (CCOIS) which operates state wide to provide occupational information on a wide variety of jobs at the local level. The data is collected and analyzed by EDD established standards to foster uniformity throughout the state. Currently, Los Angeles has studied 129 different occupations in previous reports which are listed in Appendix A. This report covers 24 occupations. The employers surveyed are within the boundaries of Los Angeles County.

Purpose:

The goal of the LMI Program is to facilitate the match between the employers' demand for skills and the qualifications of the job seekers. The users of the report include the following: local public employment agencies, training providers, employers, schools, community colleges and adult/vocational education, and Employment Training Panel. The information can be useful in curriculum planning, career counseling, job placement, and training program planning and administration. LMI serves as a primary source for current, local occupational information and reflects local labor market trends.

The information in this report has been gathered, analyzed, and distributed with the intention of being used by a variety of organizations and individuals for many different purposes. Some possible uses are listed below.

Career Counseling

This information can be used by career counselors and job seekers to provide easy to read local information regarding employer requirements and preferences, wages, sources of employment, degree of demand, and training providers for those occupations which are most in demand.

Placement and Job Development

Job counselors and job developers can use the supply/demand information in assisting job seekers make a decision as to whether a particular occupation is appropriate for their skills, abilities, education and needs. The information may help the counselor and job seeker to assess the job market and to become more aware of the skills which Los Angeles County employers find most valuable.

Vocational Program Planning	This report provides local planners with supply/demand data, as well as, occupational size and expected growth rate information.
Curriculum Design	Training providers can use information about the requirements of employers regarding the type of skills training they expect new employees to receive from vocational training programs.
Economic Development	This report provides local governments and economic development agencies with information on supply/demand, occupational size, expected growth rates, and wage data which can be used to determine the suitability of Los Angeles County for business growth and development.
Program Marketing	Schools and other local training providers can market training programs more effectively by informing student, employers, and other members of the community that training programs are developed using reliable, locally-developed occupational data.
Wage Data	Although it is not intended as an official wage survey, the wages presented in this report have been very useful to employers in providing comparative information concerning local wage rates in particular occupations.

This report is the ideal reference to base and support these and many other decisions. To maximize the use of the information in this report, please contact the labor market information unit of the Los Angeles County Private Industry Council at (213) 351-6622.

Definition of Terms:

In the Occupational Summaries, terms and scales are used throughout to describe the particular occupation on parameters that are relevant to the users. Understanding of these terms and scales will enable users of the report to have a more accurate picture of the labor market characteristics presented in these summaries.

Guide to Occupational Summaries:

TITLE AND DEFINITION OF OCCUPATION:

These are based on the Occupational Employment Statistics (OES) classification system which was developed by the Bureau of Labor Statistics. This is a broader system of definition than the Dictionary of Occupational Titles (DOT) system which is also featured for cross-referencing purposes. The California Occupational Guide # is listed for further occupational information.

SIZE OF OCCUPATION:

The size of the individual occupations is based on percentages of the current estimate of 4,447,000 workers in the county. Occupational size in Los Angeles County is measured as follows:

Small (.15% and below)	-	Less than 5,707
Medium (.15 to .30%)	-	5,707 - 11,412
Large (.30 to .65%)	-	11,413 - 24,728
Very large (.65% and above)-		More than 24,728

EMPLOYMENT TRENDS:

The employment trends are for a projected 5 year period into the future.

Growth rate currently for Los Angeles County is based on an average of 7.6%. One of the following terms will be used when describing the expected job growth rate for the outlook period.

Much Faster	=	11.4% growth or more
Faster	=	8.36% to 11.3%
Average	=	6.84% to 8.35%
Slower	=	6.83% growth or less

Total openings are the sum of projected growth and separations (people retiring or permanently leaving the occupation).

WAGES AND FRINGE BENEFITS

Wage data are provided separately for union and non-union employees where applicable. Wages are given over a range with the lowest, highest and median wage. The wage levels correspond to employees at three levels of work experience based on the following definitions:

ENTRY LEVEL, NO EXPERIENCE:	The wages of a newly hired person trained but with no paid experience in the occupation.
ENTRY LEVEL, SOME EXPERIENCE:	The starting wage paid to journey-level or experienced newly hired persons just starting at the firm.
EXPERIENCE, AFTER THREE YEARS WITH FIRM:	The wages generally paid to persons with more than three years; journey-level experience at the firm.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS:

To describe the number of employers who prefer or require specific levels of training, work experience, or other requirements, terms are used to denote the quantity of employers surveyed. The number of employers are described by the following terms:

ALMOST ALL:	This reflect more than 75% of all survey respondents
MOST EMPLOYERS:	This reflects 51% to 75% of the survey respondents.
MANY EMPLOYERS:	This reflects 35% to 50% of the survey respondents.
SOME EMPLOYERS:	This reflects 10% to 34% of the survey respondents.
FEW EMPLOYERS:	This reflects fewer than 10% of the survey respondents.

Related work experience is described as being required *always, usually, sometimes, or never*.

SUPPLY AND DEMAND ASSESSMENT:

This section refers to the difficulty employers have in finding qualified applicants for entry into jobs requiring experience and inexperienced workers. The terms in this section describe the level of difficulty employers have finding applicants who meet their hiring standards and apply to both inexperienced and experienced applicants. The terms used for this section of the study are as follows:

Great Difficulty	-	Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists.
Some Difficulty	-	Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times.
Little Difficulty	-	Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in seeking job opportunities.
No Difficulty	-	Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants with few opportunities available.

OTHER INFORMATION:

In a separate section of each individual occupational summary a portion of extra information may be given. This information is from Intermediary Surveys (licensing agencies, trade associations, training sources, and schools, etc.) and employer answers to locally generated questions in the surveys. This information is given on an individual basis for each occupation and thus may not apply to all employers. Specific information will include:

- Besides English, any foreign language preference.
- Any other titles used for jobs in this occupation.
- Whether or not the particular occupation is a non-traditional occupation for women.
- Any additional computer skills indicated.

METHODOLOGY

INTRODUCTION

This section gives an outline of the methodology that was used for the completion of the Labor Market Information Report. The Labor Market Information Division of the State of California provided the Los Angeles County Private Industry Council LMI staff with specific procedures and instructions on how to format the collection of the surveys and the analysis of the data.

OCCUPATIONAL FORECAST

Initial criteria for selection of the occupations for study were based upon a substantial employment base and a projected number of job openings in the county. The state LMID formulated Occupational Forecast Tables which provided past, present, and future statistical information by occupation. This was used as a projected job growth rate indicator, and showed which jobs would require a substantial number of replacements. From this information the local LA County Private Industry Council LMI staff could determine which occupations would be favorable to study. Community meetings were held to determine final selection of occupations.

OCCUPATIONAL SELECTION

Preceding the selection it was necessary to define what an occupation entails. An occupation is the name or job title which identifies a specific number of tasks, or job description. The U.S. Department of Labor's Bureau of Labor Statistics uses a method for classifying all of the various job titles called the Occupational Employment Statistics (OES) classification system. This OES system is used all over the nation for tracking the trends in different occupations.

The following criteria were used in selection of this years occupations for study:

1. Occupations which meet the information needs of local employment training agencies, community colleges, vocational programs, rehabilitation programs, GAIN, and JTPA programs.
2. At least 20% of the survey occupations must be blue collar.

3. At least 50% of the survey occupations should require two years or less of training.
4. Occupations which are selected should entail specific skills which can be trained to a potential employee, in order to obtain secure work.
5. Occupations should have significant absolute number of employees. Occupations must have positive and significant growth with potential openings available.
6. At least half of the occupations selected were designated on LA Projections of Employment for 1992-1999 prepared by EDD; Table 4 , Occupations with Largest Job Growth, and Table 5, Fastest Growing Occupations.
7. Avoid occupations which are strictly commissioned based, part-time, diminishing from labor market, or affected unusually by recessionary factors.
8. To select occupations which were not previously covered in LA County labor market studies.

LOCAL QUESTIONNAIRE DESIGN

In the month of November, 1994, staff from the Private Industry selected service providers and their representatives, Service Delivery Area Executives and their staff members, and representatives from various school districts and community organizations and invited them to a community meeting for the selection of the occupations to be studied and survey question formulation. At the meetings a list was provided which gave occupations that matched EDD criteria requirements for selection. From the input of these community members occupations were added and dropped from the list to be incorporated in the study. The meetings were intended to achieve maximum input and suggestions from the community and interested parties.

QUESTIONNAIRE DESIGN

The state LMID staff developed a basic framework of questions to be in the survey. In addition to the State's criteria for questionnaire format, the LA County staff added input at a questionnaire design work group. Based on input from LA County LMI staff, and other local partners that were present, a basic questionnaire design was developed.

SAMPLE SELECTION

After the occupations were selected, defined, and questionnaires formatted, the state LMID staff chose a representative sample of employers in the county that pertained to each individual occupation. One consideration was to identify the occupations by the industry they related to, or by the economic activity they engage in. Industries are classified by the Standard Industrial Classification (SIC) Manual, and every occupation is linked to one or more of nine major industry

groups. The sample to be contacted was derived from EDD data bases, and then reviewed by both LMID staff and local PIC staff to arrive at a minimum number of employers per occupation. Included in the sample was the employer's address, estimated total employment, estimated employment in the occupation, and the SIC code for each industry.

SURVEY PROCEDURE

The local PIC staff began contacting the employers in the sample to conduct the survey. Many numbers were eliminated from the list due to employers no longer being in business or change of phone number without a further listing. Employers were then asked to verify the company name and address. A description of the occupation was given, and if the employer did not employ the job title then they were removed from the list.

Employers were then asked if they had the time to complete the questionnaire over the phone at that time. If the employer responded negative, then they were asked if there would be a better time to contact them. If a persistent negative response was still received then the staff would ask if a faxed or mailed survey would be more appropriate.

Employers who had not responded within 3 days after the mailing of the questionnaire would be contacted over the phone, and asked if they had received the survey in the mail.

All surveys were monitored and reviewed by the PIC coordinator, and if accuracy or completeness were at question then follow-up calls would be made to the employer.

If a sufficient amount of responses could not be obtained, then other resources such as the Yellow Pages, telephone information, etc., could be used to add to the sample.

In addition to employers, intermediaries such as training schools, JTPA service providers, employment agencies, junior colleges, unions, trade associations, and licensing departments were contacted in order to obtain more information on the specific occupations.

DATA ENTRY & TABULATION

The responses obtained on the surveys were entered into the CCOIS database by the local PIC staff. Database software was developed by the state LMID and distributed to each of the local partners. Copies of the data was then transferred to EDD via modem. The raw data was computed by the CCOIS database and then printed in data table forms.

WRITTEN ANALYSIS

Each occupational summary provides information on the supply and demand of the occupation in LA County. More specifically, data include the size of the occupation, employment trends, skills needed for entry into the occupation, experience needed, opportunities for promotion, wages, fringe benefits, etc. All specific employer information is and will remain confidential. All analyses were reviewed by both the state LMID representative and the local PIC staff for accuracy.

DISSEMINATION OF INFORMATION

The LA County PIC will organize and hold a workshop utilizing this information for job training, and planning. These dissemination workshops will be held in accordance with the State LMID requirements. In addition, the LA County PIC has agreed to send a copy of the study to all those interested employers who participated in the survey. Copies will also be sent to local libraries, school districts, social services, and employment agencies.

Full Study Occupations

1995 Los Angeles County Occupational Outlook Report

ACCOUNTANTS AND AUDITORS

Accountants and Auditors examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements and installing or advising on systems of recording costs or other financial and budgetary data.

Classification

OES	211140
Occup. Guide #	1
DOT	160.167-010
	160.162-014
	160.162-010
	160.167-034

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty	◆	
Little Difficulty		◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	35,600
Size	Very Large
Growth Rating	Much Faster
Growth Rate	15.8
Projected Growth: 1992-1999	5,620
Separations	3,710
Openings	9,330

Wage Summary

	Low	Median	High
Entry Level	\$7.50	\$14.72	\$18.21
Some Exp.	\$9.00	\$18.20	\$28.00
3 yrs w/Firm	\$12.00	\$21.35	\$35.30

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	\$17.60	\$17.60	\$17.60
3 yrs w/Firm	\$20.70	\$20.70	\$20.70

Major Employing Industries

SIC Code	Type of Industry
8721	Accounting, Auditing, and Bookkeeping
9030	Local Government
9020	State Government
7361	Employment Agencies

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications

- Business math skills.
- Government accounting skills.
- Ability to conduct an audit.
- Cost accounting skills.
- Tax accounting skills.
- Estate planning skills.
- Financial planning skills.
- Ability to use accounting software.
- Certified Public Accountant.
- Verbal presentation skills.
- Problem solving skills.
- Willingness to work with close supervision.
- Ability to work independently.
- Ability to work under pressure.
- Ability to read and follow instructions
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Most firms always require work experience; *most firms sometimes* accept training as a substitute for work experience.

Among the firms that require work experience,*

Many firms require 24 months of work experience as an Accountant or Auditor, and *some* firms require 48 months of work experience as an Accountant or Auditor.

Education and Training of Recent Hires

Almost all employees in this occupation have a Bachelor's Degree in Accounting.

The usual way of learning this occupation is through college-level Accounting courses.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by *almost all* firms to their full-time employees include paid vacation and sick leave, medical, dental, vision and life insurance, as well as retirement plans.

SUPPLY AND DEMAND

Many vacancies were the result of turnover and growth, while *many* vacancies were also created by new positions that were the result of growth.

Most surveyed employers expect employment in this occupation to grow over the next three years, while *many* expect employment to remain stable.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers and current employee referrals. *Some* employers also recruit unsolicited applicants.

Many firms require computer experience for people employed in this occupation. These firms required computerized spreadsheet competency.

Among the firms that completed questionnaires, most replied that more than 30% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

ADJUSTMENT CLERKS

Adjustment Clerks investigate and resolve customer complaints concerning merchandise, service, billing, or credit rating. They examine pertinent information to determine the accuracy of customer complaints and responsibility for errors, and notify customer and appropriate personnel of findings, adjustments, and recommendations, such as exchange of merchandise, refund of money, credit to a customer's account, or the adjustment of the customer's bill.

Classification

OES	531230
Occup. Guide #	N/A
DOT	191.167-022
	241.267-034
	241.367-014
	241.367-034

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty	◆	◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	14,800
Size	Large
Growth Rating	Much Faster
Growth Rate	13.0
Projected Growth: 1992-1999	1,930
Separations	710
Openings	2,640

Wage Summary

	Low	Median	High
Entry Level	\$8.00	\$9.00	\$9.60
Some Exp.	\$9.00	\$10.10	\$11.05
3 yrs w/Firm	\$10.55	\$11.65	\$12.50

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
6021	National Commercial Banks
5331	Variety Stores
4841	Cable & Other Pay T.V. Services
4513	Air Courier Services

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Alphabetic and numeric filing skills.
- Ability to perform detailed clerical work.
- Telephone answering skills.
- Ability to write effectively.
- Problem solving skills.
- Ability to type at least 45 wpm.

Personal/Other

- Willingness to work with close supervision.
- Understanding of a variety of cultures.
- Ability to work independently.
- Customer service skills.
- Basic math skills.
- Ability to read and follow instructions.
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Almost all surveyed employers *usually* require previous work experience.

Almost all surveyed employers *sometimes* accept training as a substitute for work experience.

Among the firms that require work experience,*

Most firms require 12 months of work experience in the Customer Service field.

Education and Training of Recent Hires

Most surveyed employers report that their employees in this occupation have a high school diploma or equivalent. *Many* surveyed employers report that their employees in this occupation have some college education but no degree. *Few* surveyed employers require 6 months of bank teller training.

WORK HOURS AND BENEFITS

Most employees in this occupation work full-time, averaging 40 hours per week. *Few* employees work part-time, averaging 31 hours per week.

The fringe benefits provided by *most* firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance, as well as retirement plans. *Many* also offer vision insurance, while *some* include child care. Surveyed employers provided no benefits to their part-time employees.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover. *Some* vacancies were the results of promotions, new positions, or temporary/seasonal positions. *Almost all* employers expect employment in this occupation to remain stable over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals, and the hiring of unsolicited applicants.

Some surveyed employers indicate that personal computer skills are needed to perform this job. *Many* surveyed employers seek database software skills and *some* employers seek spreadsheet and word processing skills.

Among the firms that completed questionnaires, most replied that more than 50% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

AUTOMOTIVE MECHANIC

Automotive Mechanics adjust, repair, and overhaul automotive vehicles.

They may be designated according to specialties, such as Brake Repairers, Transmission Mechanics, or Front-end Mechanics. Please do not include Auto Body Repairers, Bus and Truck Mechanics, Diesel Engine Specialists, and Electrical Systems Specialists.

Classification

OES Code	853020
Occup. Guide #	24
DOT Code	620.261-010
	620.281-026
	620.281-038
	620.281-062
	620.281-066

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty	◆	
Little Difficulty		◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	17,850
Size	Large
Growth Rating	Faster
Growth Rate	10.0
Projected Growth: 1992-1999	1,790
Separations	3,670
Openings	5,640

Wage Summary

	Low	Median	High
Entry Level	\$5.50	\$7.00	\$9.00
Some Exp.	\$9.00	\$10.00	\$12.00
3 yrs w/Firm	\$13.00	\$15.00	\$17.50

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
5511	New and Used Car Dealers
7538	General Automotive Repair Shops
5531	Auto & Home Supply Store
5541	Gasoline Service Stations

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Ability to operate electronic automotive diagnostic equipment
- Ability to repair brakes.
- Ability to repair carburetors.
- Ability to implement safe work practices.
- Ability to tune up engines.
- Ability to repair emission controls and fuel injection systems.
- Arc welding skills.
- Gas welding skills.
- Front end alignment skills.
- Certified as a Smog Control Mechanic.
- Possession of a Brake Check Certificate.
- Certified in Auto Service Excellence (ASE).
- Certified in air conditioning maintenance and repair.
- Possession of a valid driver's license.

Personal and Other

- Willingness to work with close supervision.
- Ability to work independently.
- Possession of a good DMV driving record.

Related Work Experience

Many surveyed employers *usually* require work experience;
some surveyed employers *sometimes* require work experience.

Almost all surveyed employers allow

Among the firms that require work experience,

Many employers require 12 to 20 months of work experience as a Service/Automotive Technician.

Education and Training of Recent Hires

Almost all employees of the employers surveyed have high school diplomas and no college education. *Some* employees have 6 months of vocational training in ASE smog certification.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. *Few* employees work only part time, averaging 30 hours per week.

The fringe benefits provided by *most* firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance, as well as retirement plans. *Few* employers also offer vision insurance. None of the employers surveyed provide child care for their employees. There are no fringe benefits provided for part-time employees.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while *some* vacancies were the result of growth.

Almost all surveyed employers expect employment in this occupation to remain stable over the next three years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, current employee referrals, in-house promotion or transfer, and the hiring of unsolicited applicants.

Many firms require new hires to be familiar with computerized fuel and engine systems.

Alternate job titles for this occupation include Service Technician and Automotive Technician.

Among the firms that completed questionnaires, most replied that less than 5% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

CHEMICAL EQUIPMENT CONTROLLERS AND OPERATORS

Chemical Equipment Controllers and Operators control or operate equipment to control chemical changes or reactions in the processing of industrial or consumer products. Typical equipment used are reaction kettles, catalytic converters, continuous or batch treating equipment, saturator tanks, electrolytic cells, reactor vessels, recovery units, and fermentation chambers.

Classification

OES	929350
Occup. Guide #	
DOT	511.382-010
	559.382-030
	559.682-018
	558.362-014

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty		
No Difficulty	◆	◆

Occupational Statistics

1992 Estimated Employment	870
Size	Small
Growth Rating	Much Faster
Growth Rate	26.4
Projected Growth: 1992-1999	230
Separations	210
Openings	440

Wage Summary

	Low	Median	High
Entry Level	\$6.00	\$8.00	\$15.00
Some Exp.	\$6.00	\$8.00	\$15.00
3 yrs w/Firm	\$8.00	\$10.00	\$20.00

	Union Low	Union Median	Union High
Entry Level	\$12.00	\$15.00	\$15.45
Some Exp.	\$15.00	\$15.45	\$17.00
3 yrs w/Firm	\$20.00	\$20.85	\$21.00

Major Employing Industries

SIC Code	Type of Industry
2911	Petroleum Refining
2834	Pharmaceutical Preparation
2819	Industrial Inorganic Chemical, NEC
2851	Paints and Allied Products

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Knowledge of chemical compounds.
- Ability to read monitoring equipment.
- Ability to conduct inspections.
- Record keeping skills.
- Ability to calculate weights and measurements.
- Ability to operate recording machines.
- Ability to apply collection and sampling techniques.
- Ability to read temperature and pressure gauges.

Personal/Other

- Ability to use hands, arms, and fingers
- Good vision.
- Good hearing.
- Ability to tolerate high temperature
- Ability to tolerate acids and chemicals
- Ability to stand for prolonged periods
- Ability to plan and organize the work of others.
- Willingness to work with close supervision.
- Ability to pay attention to detail
- Ability to work independently
- Basic math skills.
- Ability to write legibly.
- Oral communication skills
- Ability to read and follow written and oral instructions.

Related Work Experience

Almost all firms never require work experience.

Almost all firms sometimes accept training as a substitute for work experience.

Among the firms that require work experience,*

Some firms require 24 months of work experience as an Operator Trainee.

Education and Training of Recent Hires

Almost all employees in this occupation have a high school diploma or equivalent.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by *almost all* firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance, as well as retirement plans. *Some* also offer vision insurance.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of growth turnover, while *some* were the result employee promotions or new positions as a result of growth.

Almost all employers expect their firms employment in this occupation will remain stable over the next three years.

OTHER INFORMATION

The primary resource used to recruit employees into this occupation is newspapers advertisements. *Many* employers also recruit through in-house promotions and transfers, current employee referrals, unsolicited applicants, and the Employment Development Department.

Alternate titles for the employees in this occupation include Mixers, Process Operators and Machine Operators.

Among the firms that completed questionnaires, most replied that less than 5% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

CHEMICAL TECHNICIANS AND TECHNOLOGISTS - EXCEPT MEDICAL AND CLINICAL

Chemical Technicians and Technologists conduct chemical and physical laboratory tests to assist scientists in making qualitative and quantitative analyses of solids, liquids, and gaseous materials for purposes such as research and development of new products or processes, quality control, maintenance of environmental standards, and other work involving experimental, theoretical, or practical application of chemistry and related sciences. Does not include workers who primarily do medical and clinical laboratory work.

Classification

OES	245050
Occup. Guide #	N/A
DOT	022.261-010
	022.261-018
	022.261-022
	022.281-014

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty	◆	
Little Difficulty		◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	1,310
Size	Small
Growth Rating	Much Faster
Growth Rate	26.7
Projected Growth: 1992-1999	350
Separations	220
Openings	570

Wage Summary

	Low	Median	High
Entry Level	\$6.00	\$6.95	\$7.40
Some Exp.	\$7.40	\$9.00	\$24.05
3 yrs w/Firm	\$9.00	\$10.75	\$28.85

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
2911	Petroleum Refining
2834	Pharmaceutical Preparation
2819	Industrial Inorganic Chemical, NEC
2851	Paints and Allied Products

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Knowledge of algebra.
- Knowledge of trigonometry.
- Ability to calibrate instruments.
- Ability to operate microscopes.
- Ability to operate spectrographic equipment.
- Understanding of atomic absorption.
- Ability to follow laboratory procedures.
- Report writing skills.
- Record keeping skills.
- Ability to implement safe work practices.
- Knowledge of physics.
- Knowledge of chemistry.
- Ability to analyze mud and well cuttings.
- Understanding of hazardous waste analysis.
- Ability to perform wet chemical analysis.

Personal/Other

- Willingness to work with close supervision.
- Ability to work independently.
- Ability to read and follow instructions.
- Ability to write legibly.
- Oral communications skills.

Related Work Experience

Most firms usually require work experience.
Most firms sometimes accept training as a substitute for work experience.

Among the firms that require work experience,

Some firms require 24 months of work experience as a Chemical Technician.

Education and Training of Recent Hires

Most employees have some college, but no degree, while many employees have a Bachelor's Degree in Chemical Engineering.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week.

The fringe benefits provided by *most* firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance, as well as retirement plans. *Some* employers also offer vision insurance.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while few vacancies were the result of promotions within the firm.
Almost all surveyed employers expect employment in this occupation to remain stable over the next three years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, current employee referrals and unsolicited applicants.

Among the firms that completed questionnaires, most replied that more than 40% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

CHILD CARE WORKERS

Child Care Workers attend children at school, businesses, and institutions performing a variety of tasks, such as dressing, feeding, bathing, and overseeing play. It does not include workers whose primary function is to teach in a structure setting.

Classification

OES	680380
Occup. Guide #	505
DOT	355.674-010
	359.677-010
	359.677-018
	359.677-026

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty	◆	
Little Difficulty		
No Difficulty		◆

Occupational Statistics

1992 Estimated Employment	5,690
Size	Small
Growth Rating	Much Faster
Growth Rate	23.4
Projected Growth: 1992-1999	1,330
Separations	280
Openings	1,610

Wage Summary

	Low	Median	High
Entry Level	\$5.00	\$7.85	\$9.00
Some Exp.	\$6.50	\$8.10	\$9.50
3 yrs w/Firm	\$7.00	\$9.50	\$11.00

	Union Low	Union Median	Union High
Entry Level	\$6.85	\$7.50	\$10.15
Some Exp.	\$7.00	\$7.85	\$11.50
3 yrs w/Firm	\$7.85	\$9.50	\$13.00

Major Employing Industries

SIC Code	Type of Industry
8211	Elementary & Secondary School
8361	Residential Care
8641	Civic and Social Associations
8661	Religious Organizations

Los Angeles County Private Industry Council

NOTES:

OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Knowledge of early childhood development.
- Oral reading skills.
- Musical skills.
- Ability to administer emergency first aid.
- Possession of an Early Childhood Development Certificate.
- Ability to write effectively.

Personal/Other

- Ability to stand continuously for 2 or more hours.
- Ability to lift at least 40 lbs. repeatedly.
- Understanding of a variety of cultures.
- Ability to handle crisis situations.
- Possession of a clean police record.
- Willingness to work with close supervision.
- Ability to work independently.
- Ability to work under pressure.
- Ability to exercise patience.
- Basic math skills.
- Ability to read and follow instructions.
- Oral communication skills.
- Ability to write legibly.

Related Work Experience

Many firms sometimes require work experience. *Some firms usually or never* require work experience.
most firms sometimes accept training as a substitute for work experience.

Among the firms that require work experience.*

Some firms require 12 months of work experience as a Child Care Worker.

Education and Training of Recent Hires

Many employees have some college but no degree, while *some* employees have an Associates Degree. *Many* employers require 12 Early Childhood Education Units prior to employment.

WORK HOURS AND BENEFITS

Many employees in this occupation work part-time, averaging 18 hours per week. The fringe benefits provided by *most* firms to their part-time employees include paid vacation and sick leave.

Many employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by *most* to their full-time employees include paid vacation and sick leave, medical, dental and life insurance. *Many* firms also provide vision insurance to their full-time employees, while *some* also provide retirement plans.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover.

Almost all surveyed employers expect their firm's employment in this occupation to remain stable over the next 3 years, while *some* employers expect employment in this occupation to grow over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals, public school or program referrals and the Employment Development Department.

Alternate titles for employees in this occupation include Child Care Teacher, Child Care Aide, Child Care Technician, and Education Assistant.

Among the firms that completed questionnaires, *most* replied that more than 80% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

COMPUTER SUPPORT SPECIALIST

Computer Support Specialists install, modify, and make minor repairs to computer hardware and software systems, and peripheral components. They instruct users in the use of equipment, software, and manuals. They provide technical assistance either in person or via telephone concerning systems operations. They diagnose system hardware, software, and operator problems, and recommend or perform minor remedial actions to correct problems.

Classification

OES	N/A
Occup. Guide #	152
DOT	033.162-018
	039.264-010

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty	◆	◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	N/A
Size	N/A
Growth Rating	N/A
Growth Rate	N/A
Projected Growth: 1992-1999	N/A
Separations	N/A
Openings	N/A

Wage Summary

	Low	Median	High
Entry Level	\$9.00	\$10.00	\$11.00
Some Exp.	\$10.00	\$11.00	\$13.00
3 yrs w/Firm	\$12.00	\$14.00	\$17.00

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
N/A	N/A
N/A	N/A
N/A	N/A
N/A	N/A
N/A	N/A

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Knowledge of microcomputer hardware and operating systems.
- Ability to use operating manuals.
- Knowledge of software applications.
- Understanding of wide area networks (WAN).
- Understanding of local area networks (LAN).
- Ability to write effectively.
- Ability to troubleshoot.
- Ability to utilize good teaching techniques.

Personal/Other

- Willingness to work with close supervision.
- Ability to work independently.
- Ability to work under pressure.
- Customer service skills.
- Ability to communicate with computer literate staff.
- Ability to communicate technical information to non-technical staff.
- Basic math skills.
- Ability to read and follow instructions.
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Most firms sometimes require work experience.

Most firms sometimes accept training as a substitute for work experience.

Among the firms that require work experience.*

Some firms require 24 months of work experience as a Computer Technician.

Education and Training of Recent Hires

Most employees in this occupation have an Associates Degree, while some possess a Bachelor's Degree.

WORK HOURS AND BENEFITS

Most employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by most firms to their full-time employees include paid vacation and sick leave, medical, dental, vision and life insurance, as well as retirement plans.

Some employees in this occupation work part-time, averaging 32 hours per week. The fringe benefits provided by many firms to their part-time employees include paid vacation and sick leave, medical and dental insurance, and retirement plans.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of.

Most surveyed employers expect their firm's employment in this occupation to remain stable over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers and current employee referrals. *Many* employers also recruit through unsolicited applications and private employment agencies.

Many employers indicated that familiarity with Windows 95, word processing applications, Microsoft Office, spreadsheet applications, and database applications is required for new applicants.

Alternative title for employees in this occupation include Computer Technician, Computer Support Technician, and Software Support Technician.

Among the firms that completed questionnaires, most replied that less than 25% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

CORRECTIONS OFFICERS AND JAILERS

Corrections Officers and Jailers guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. They may guard prisoners in transit between jail, courtroom, prison, or other point, traveling by automobile or public transportation, and may be a designated deputy guard. This occupation includes Deputy Sheriffs who spend the majority of their time guarding prisoners in county correctional institutions.

Classification

OES	630170
Occup. Guide #	220
DOT	372.367-014
	372.567-014
	372.667-018
	372.367-010

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty		
No Difficulty	◆	◆

Occupational Statistics

1992 Estimated Employment	3,620
Size	Small
Growth Rating	Much Faster
Growth Rate	32.6
Projected Growth: 1992-1999	4,800
Separations	290
Openings	5,090

Wage Summary

	Low	Median	High
Entry Level	\$13.35	\$13.35	\$13.35
Some Exp.	\$13.35	\$13.35	\$13.35
3 yrs w/Firm	\$16.10	\$16.10	\$16.10

	Union Low	Union Median	Union High
Entry Level	\$11.25	\$12.90	\$14.50
Some Exp.	\$11.25	\$13.60	\$15.25
3 yrs w/Firm	\$13.70	\$15.40	\$17.00

Major Employing Industries

SIC Code	Type of Industry
9030	Local Government
9020	State Government
9010	Federal Government

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Ability to plan and organize the work of others.
- Supervisory skills.
- Ability to administer emergency first aid.
- Possession of a Firearms Qualifications Card.
- Ability to write effectively.

Physical

- Ability to pass a pre-employment physical examination.
- Ability to pass a physical performance test.

Personal or Other

- Understanding of a variety of cultures.
- Ability to handle crisis situations.
- Willingness to work with close supervision.
- Ability to work independently.
- Ability to work under pressure.

Basic

- Basic math skills.
- Ability to read and follow instructions.
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Most surveyed employers firms *never* require work experience;

some surveyed employers *usually* accept training as a substitute for work experience.

Among the firms that require work experience,

Few surveyed employers require 12 months of work experience.

Education and Training of Recent Hires

Almost all employees have a high school diploma and some college, but no degree. *Few* surveyed employers required 12 months of training as a Jailer.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. *Some* employees work part-time, averaging 20 hours per week.

The fringe benefits provided by *most* employers to their full-time employees include paid vacation and sick leave, medical, dental, vision and life insurance, as well as retirement plans. Fringe benefits provided for part-time employees include medical, paid sick leave, paid vacation, retirement plans, and life insurance.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while *some* were the result of growth. *Almost all* surveyed employers expect employment to grow over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include current employee referrals, newspaper ads, unsolicited applicants, in-house promotion or transfer, public school or program referrals, and the Employment Development Department.

Among the firms that completed questionnaires, most replied that less than 5% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

DETECTIVES AND INVESTIGATORS - EXCEPT PUBLIC

Detectives and Investigators protect property, merchandise, and money of a store or similar establishment by detecting theft, shoplifting, or other unlawful practices by the public or employees. They take necessary action to preserve order and enforce standards of decorum established by the management. Does not include investigators who conduct private investigations, such as obtaining confidential information, seeking missing persons, or investigating crimes and thefts. Does not include employees who primarily stand guard at entrances or walk about premises to guard property.

Classification

OES	630350
Occup. Guide #	N/A
DOT	189.167-054
	343.367-014
	376.267-014
	376.267-018

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty	◆	◆
Little Difficulty		
No Difficulty		

Occupational Statistics

1992 Estimated Employment	2,270
Size	Small
Growth Rating	Much Faster
Growth Rate	33.9
Projected Growth: 1992-1999	770
Separations	360
Openings	1,130

Wage Summary

	Low	Median	High
Entry Level	\$7.70	\$11.00	\$13.45
Some Exp.	\$9.60	\$13.90	\$25.00
3 yrs w/Firm	\$12.00	\$18.20	\$40.00

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
5311	Department Stores
7381	Detectives & Armored Car Services
8744	Facilities Support Services
5651	Family Clothing Stores

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Report writing skills.
- Investigative research skills.
- Ability to follow security protection procedures.
- Ability to administer emergency first aid.
- Ability to operate video surveillance equipment.
- Possession of a Firearms Qualifications Card.
- Ability to understand foreign accents.

Personal/Other

- Possession of a reliable vehicle.
- Possession of a clean police record.
- Possession of auto insurance.
- Willingness to work with close supervision.
- Public contact skills.
- Ability to work independently.
- Ability to work under pressure.

Related Work Experience

Almost all surveyed employers *usually* require work experience.

Most surveyed employers *sometimes* accept training as a substitute for work experience.

Among the firms that require work experience,

Many surveyed employers require 18 months of work experience.

Education and Training of Recent Hires

Most employees have a high school diploma, while *few* have some college but no degree. *Few* employees have 24 months of vocational training in an Investigation School.

WORK HOURS AND BENEFITS

Most employees in this occupation work full-time, averaging 40 hours per week. *Some* employees in this occupation work part-time, averaging 26 hours per week, while *few* employees work on an on-call basis, averaging 16 hours per week.

The fringe benefits provided by most firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance, as well as retirement plans. *Many* employers also offer vision insurance. Fringe benefits offered to part-time and on-call employees include paid sick leave, paid vacation and retirement plans.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover while *some* were due to growth. *Almost all* employers expect employment in this occupation to grow over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals, unsolicited applicants and the Employment Development Department.

Many employers responded that basic computer literacy is desirable.

Among the firms that completed questionnaires, most replied that less than 25% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

FINANCIAL MANAGERS

Financial Managers plan, organize, direct, control, or coordinate the financial activities of an organization. Includes managers in banks or similar financial institutions who advise on credit and investment policy or negotiate general policy with financial or other institutions.

Classification

OES	130020
Occup. Guide #	N/A
DOT	160.167-058
	161.117-018
	186.117-070
	186.167-086

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		◆
Some Difficulty		
Little Difficulty	◆	
No Difficulty		

Occupational Statistics

1992 Estimated Employment	32,030
Size	Very Large
Growth Rating	Faster
Growth Rate	9.9
Projected Growth: 1992-1999	3,160
Separations	3,180
Openings	6,340

Wage Summary

	Low	Median	High
Entry Level	\$24.20	\$24.20	\$24.20
Some Exp.	\$23.00	\$30.55	\$95.90
3 yrs w/Firm	\$28.80	\$41.55	\$110.30

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
6021	National Commercial Banks
6022	State Commercial Banks
7812	Motion Picture & Video Production
6036	Savings Institutions, Except Federal

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Ability to plan and organize the work of others.
- Business math skills.
- Report writing skills.
- Cost accounting skills.
- Understanding of regulations affecting financial institutions.
- Ability to apply techniques of statistical analysis.
- Ability to analyze securities.
- Financial planning skills.
- Budget analysis skills.
- Cost analysis skills.
- Ability to hire and assign personnel.
- Ability to interpret actuarial and probability of loss tables.
- Ability to use computers in accounting applications.
- Verbal presentation skills.
- Ability to perform advanced mathematical computations.

Personal/Other

- Ability to work independently.
- Ability to read and comprehend information quickly.

Related Work Experience

Almost all surveyed employers *always* require work experience.

Most surveyed employers *never* accept training as a substitute for work experience.

Among the firms that require work experience.*

Most surveyed employers require 24 months or more of work experience.

Education and Training of Recent Hires

Almost all employees in this occupation have a Bachelor's Degree and/or graduate study.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 43 hours per week. *Few* employees work part-time averaging 35 hours per week.

The fringe benefits provided by *most* firms to their full-time employees include paid vacation and sick leave, medical, dental, vision and life insurance, as well as retirement plans. There are no benefits provided for part-time employees.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of promotions while *many* were due to growth. *Almost all* surveyed employers expect employment in this occupation to grow over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals, and private employment agencies.

Among the firms that completed questionnaires, most replied that less than 15% of the employees in this occupation are women.

Alternate title for employees in this occupation include Chief Financial Officer (CFO), Vice President/Financial Officer, Budget Manager, and Executive Credit Officer.

Many employers prefer that employees in this occupation are familiar with word processing and accounting computer software.

1995 Los Angeles County Occupational Outlook Report

GUARDS AND WATCH GUARDS

Guards and Watch Guards stand guard at entrance gates or walk about premises of business or industrial establishments or private residences to prevent theft, violence, or infractions of rules; they guard property against fire, theft, vandalism, illegal entry; they direct patrons or employees and answers questions relative to services of establishments. They control traffic to and from buildings and grounds.

Classification

OES	630470
Occup. Guide #	75
DOT	372.563-010
	372.667-010
	372.667-034
	376.667-030

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty	◆	
Little Difficulty		◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	39,860
Size	Very Large
Growth Rating	Much Faster
Growth Rate	20.0
Projected Growth: 1992-1999	7,980
Separations	5,930
Openings	13,910

Wage Summary

	Low	Median	High
Entry Level	\$5.00	\$6.00	\$9.00
Some Exp.	\$5.50	\$7.00	\$9.50
3 yrs w/Firm	\$6.00	\$9.00	\$12.00

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
7381	Detectives & Armored Car Services
8741	Management Services
3721	Aircraft
3812	Search and Navigation Equipment

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Ability to follow security protection procedures.
- Ability to administer emergency first aid.
- Ability to operate video surveillance equipment.
- Ability to use a baton.
- Security guard registration (Guard Card).
- Possession of a valid driver's license.
- Licensed to carry firearms.
- Ability to write effectively.

Personal/Other

- Possession of a reliable vehicle.
- Possession of a clean police record.
- Willingness to work with close supervision.
- Public contact skills.
- Ability to work independently.

Related Work Experience

Almost all surveyed employers *sometimes* require work experience.

Almost all surveyed employers *sometimes* accept training as a substitute for work experience.

Among the firms that require work experience,

Many surveyed employers require 8 months of work experience as a Guard.

Education and Training of Recent Hires

Most employees in this occupation have a high school diploma with no vocational training, while a few have some college education with no degree. *Some* employees have 2 months of vocational training in Guard and Firearms certification

WORK HOURS AND BENEFITS

Most employees in this occupation work full-time, averaging 40 hours per week. *Some* employees work part-time averaging 24 hours per week while few employees work on call, averaging 16 hour per week.

The fringe benefits provided by *most* employers to their full-time employees include medical, dental, life insurance, paid sick leave, paid vacation and retirement plans. *Many* employers also offer vision insurance, while none include child care. No fringe benefits are provided to part-time and on-call employees.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover while *some* were due to growth.

Almost all surveyed employers expect employment to grow over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, current employee referrals, unsolicited applications,

and the Employment Development Department.

Among the firms that completed questionnaires, most replied that less than 5% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

LAN/WAN (LOCAL/WIDE AREA) NETWORK MANAGERS

LAN/WAN Managers direct a firm's network and it's related computing environment, including computer hardware, systems software, applications software, and all configurations. They make recommendations regarding the purchase of equipment and report the fiscal impact to company managers. They often manage a team consisting of analysts and technicians; however, some managers of smaller companies may work independently or with just one technician. They monitor data communications networks to ensure that networks are available to all system users and resolve data communications problems. They may train staff to use equipment and coordinate installation of or install communications lines. They often plan and track projects, write proposals, and troubleshoot both operating system software and hardware.

Classification

OES	N/A		Difficulty finding	Experienced	Inexperienced
Occup. Guide #	Low N/A	Median	qualified applicants	Applicants	Applicants
Entry Level	\$16.80 32-010	\$19.20	Great Difficulty		
Some Exp.	\$18.70	\$20.15	Some Difficulty	◆	
3 yrs w/Firm	\$23.00	\$24.00	Little Difficulty		◆
			No Difficulty		

Wage Summary

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Job Market Demand

Occupational Statistics

1992 Estimated Employment	N/A
Size	N/A
Growth Rating	N/A
Growth Rate	N/A
Projected Growth: 1992-1999	N/A
Separations	N/A
Openings	N/A

Major Employing Industries

SIC Code	Type of Industry
N/A	N/A
N/A	N/A
N/A	N/A
N/A	N/A
N/A	N/A

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Supervisory skills.
- Sales skills.
- Ability to plan and organize training programs.
- Knowledge of microcomputer hardware and operating systems
- Ability to use operating manuals
- Knowledge of software applications
- Understanding of wide area networks (WAN).
- Understanding of local area networks (LAN).
- Ability to analyze data to resolve problems.
- Ability to write effectively.
- Ability to operate video cameras.
- Ability to conduct training programs.
- Ability to troubleshoot.
- Knowledge of lease line procedures for WANs.
- Ability to conduct cost analysis and propose recommendations.
- Ability to develop proposals.
- Ability to evaluate customer's system needs.

Personal/Other

- Ability to communicate with computer literate staff.
- Ability to communicate technical information to non-technical staff.
- Ability to coordinate multiple activities.
- Ability to work with close supervision.

- Ability to work independently.

Related Work Experience

Most surveyed employers *usually* require work experience.

Almost all surveyed employers *sometimes* accept training as a substitute for work experience.

Among the firms that require work experience,*

Many firms require 48 months of work experience as a Network Specialist or Technician

and *some* firms require 24 months of work experience as Network Specialist.

Education and Training of Recent Hires

Most employees in this occupation have a Bachelor's Degree, while few employees have an Associates Degree. *Most* surveyed employers require 2 months of Novell Certification.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week.

The fringe benefits provided by *almost all* firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance. Few employers provide retirement plans.

SUPPLY AND DEMAND

Almost all vacancies in this occupation were the result of turnover, while some vacancies were the result of temporary positions. Almost all employers expect employment in this occupation to remain stable over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers and current employee referrals.

Alternate titles for this occupation include Network Manager, Network Engineer, Network Administrator and LAN Administrator.

Almost all surveyed employers preferred familiarity with database applications, while many required familiarity with spreadsheet software. *Some* employers required familiarity with word processing applications.

Among the firms that completed questionnaires, most replied that less than 5% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

MARKETING, ADVERTISING, AND PUBLIC RELATIONS MANAGERS

Marketing, Advertising, and Public Relations Managers formulate marketing policies, direct sales activities, and plan, organize, and direct advertising and public relations activities for a department, an entire organization, or on an account basis

Classification

OES	130110
Occup. Guide #	
DOT	164.117-014
	164.117-010
	164.117-018
	141.137-010

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty	◆	
Little Difficulty		◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	22,510
Size	Large
Growth Rating	Much Faster
Growth Rate	20.3
Projected Growth: 1992-1999	4,570
Separations	2,900
Openings	7,470

Wage Summary

	Low	Median	High
Entry Level	\$24.05	\$25.00	\$28.10
Some Exp.	\$25.95	\$26.90	\$29.80
3 yrs w/Firm	\$26.90	\$30.75	\$33.65

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
7311	Advertising Agencies
7812	Motion Picture & Video Production
5311	Department Stores
5511	New & Used Car Dealers

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Ability to manage an activity or department.
- Supervisory skills.
- Ability to analyze and use market research data and reports.
- Understanding of labor relations practices.
- Media advertising sales skills.
- Telephone sales techniques skills.
- Ability to write effectively.

Personal/Other

- Willingness to work with close supervision.
- Willingness to work nights, weekends, holidays.
- Willingness to travel.
- Ability to meet deadlines.
- Ability to work independently.
- Ability to maintain good customer relations.
- Ability to maintain good business relationships.
- Ability to manage unexpected situations or circumstances.
- Ability to manage multiple priorities.
- Basic math skills.
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Most firms usually require work experience, while some firms always require work experience.

Almost all firms never accept training as a substitute for work experience.

Among the firms that require work experience,

Most firms require 48 months of work experience as a Public Relations Representative.

Education and Training of Recent Hires

Most employees in this occupation have a Bachelor's degree as well as college graduate study.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by most firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance, as well as retirement plans. Few employers also offer child care.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while some were the result of employee promotions. Almost all employers expect their firm's employment in this occupation will remain stable over the next three years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals, and the hiring of unsolicited applicants.

Almost all employers surveyed prefer that their employees in this occupation have a knowledge of word processing software, while many also seek employees with knowledge of desktop publishing software.

Among the firms that completed questionnaires, most replied that more than 50% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

MERCHANDISE DISPLAYERS AND WINDOW TRIMMERS

Merchandise Displayers and Window Trimmers plan and erect commercial displays, such as those in windows and interiors of retail stores and at trade exhibitions.

Classification

OES	340440
Occup. Guide #	375
DOT	298.081-010
	298.381-010

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty	◆	◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	3,250
Size	Small
Growth Rating	Much Faster
Growth Rate	40.9
Projected Growth: 1992-1999	1,330
Separations	360
Openings	1,690

Wage Summary

	Low	Median	High
Entry Level	\$7.50	\$8.50	\$9.00
Some Exp.	\$8.50	\$9.50	\$10.50
3 yrs w/Firm	\$10.00	\$11.50	\$13.00

	Union Low	Union Median	Union High
Entry Level	\$8.00	\$8.00	\$8.00
Some Exp.	\$9.00	\$9.00	\$9.00
3 yrs w/Firm	\$12.50	\$12.50	\$12.50

Major Employing Industries

SIC Code	Type of Industry
7363	Help Supply Services
7336	Commercial Art & Graphic Design
7361	Employment Agencies

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Artistic skills.
- Freehand drawing skills.
- Ability to design displays.
- Ability to apply sales techniques.
- Ability to read blueprints.
- Ability to read working drawings.
- Ability to use hand tools.
- Carpentry skills.
- Ability to demonstrate knowledge of specific products.

Personal/Other

- Manual dexterity
- Ability to climb ladders
- Possession of good color perception
- Ability to lift at least 50 lbs. repeatedly
- Willingness to work with close supervision.
- Ability to work independently
- Ability to work under pressure
- Basic math skills.
- Ability to read and follow instructions.
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Most firms never require work experience, while some firms sometimes require work experience.

Almost all firms sometimes accept training as a substitute for work experience.

Among the firms that require work experience.*

Some firms require 24 months of work experience as a Merchandise Display Set-up Worker.

Education and Training of Recent Hires

Most employees in this occupation have a high school diploma and some employees have attended some college but have not obtained a degree.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by most firms to their full-time employees include paid vacation and sick leave, medical and dental insurance. Some employer provide their full-time employees with retirement plans and life insurance.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover while some vacancies were the result of growth.

Almost all employers surveyed expect their firms' employment in this occupation will remain stable over the next three years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals and unsolicited applicants.

Among the firms that completed questionnaires, *most* replied that more than 45% of the employees in this occupation were women.

1995 Los Angeles County Occupational Outlook Report

OFFSET LITHOGRAPHIC PRESS SETTERS AND SET-UP OPERATORS

Offset Lithographic Press Setters and Set-up Operators set up or set up and operate offset printing presses to print single and multicolor copy from lithographics plates. They examine job orders to determine press operating time, quantity to be printed, and stock specifications.

Classification

OES	925120
Occup. Guide #	
DOT	651.382-042
	651.382-046

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		◆
Some Difficulty	◆	
Little Difficulty		
No Difficulty		

Occupational Statistics

1992 Estimated Employment	14,820
Size	Large
Growth Rating	Much Faster
Growth Rate	20.4
Projected Growth: 1992-1999	1,770
Separations	2,330
Openings	4,100

Wage Summary

	Low	Median	High
Entry Level	\$5.00	\$6.00	\$18.10
Some Exp.	\$9.00	\$14.00	\$20.60
3 yrs w/Firm	\$12.00	\$21.00	\$24.00

	Union Low	Union Median	Union High
Entry Level	\$5.00	\$6.00	\$15.00
Some Exp.	\$12.00	\$14.75	\$17.00
3 yrs w/Firm	\$16.50	\$20.00	\$25.00

Major Employing Industries

SIC Code	Type of Industry
2752	Commerical Printing, Lithographic
2711	Newspaper
2759	Commerical Printing, NEC

Los Angeles County Private Industry Council

NOTES:

1995 Offset Lithographic Press Setters and Set-Up Operators.....continued

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Ability to use computer-controlled presses.
- Ability to operate multicolor presses.
- Ability to use printing inks.
- Bindery work skills.
- Offset printing skills.
- Lithographic camera work skills.

Personal/Other

- Possession of good color perception.
- Ability to stand continuously for 2 or more hours.
- Ability to perform precision work.
- Possession of mechanical aptitude.
- Willingness to work with close supervision.
- Public contact skills.
- Ability to work independently.
- Basic math skills.
- Ability to read and follow instructions.
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Most firms *always* require work experience; most firms *usually* accept training as a substitute for work experience; and many firms surveyed *sometimes or never* require training.

Among the firms that require work experience, *Some* firms require 36 months of work experience as a Magnetic Particle Tester, and some firms require 12 months of work experience as a Molder, Caster.

Education and Training of Recent Hires

Most employees have a high school diploma, and many possess 1-2 years of vocational training. The

usual way of learning this occupation is through both on-the-job training and school training programs.

WORK HOURS AND BENEFITS

Most employees in this occupation work full-time, averaging 55 hours per week. The fringe benefits provided by most firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance, as well as retirement plans. Many also offer vision insurance, while some include child care.

SUPPLY AND DEMAND

Most vacancies were the result of growth while some were due to turnover.

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals, and the Employment Development Department.

OTHER INFORMATION

Among the firms that completed questionnaires, most replied that less than 5% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

PARALEGAL PERSONNEL

Paralegal Personnel assist lawyers by doing research in the preparation of lawsuits and/or legal documents as a career professional, usually having either a four-year college degree or a degree from an institute specializing in the paralegal profession. They may gather research data for use as evidence to formulate defense or to initiate legal action.

Classification

OES	283050
Occup. Guide #	464
DOT	119.267-022
	119.267-026

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty	◆	◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	4,080
Size	Small
Growth Rating	Much Faster
Growth Rate	50.0
Projected Growth: 1992-1999	2,040
Separations	140
Openings	2,180

Wage Summary

	Low	Median	High
Entry Level	\$10.45	\$12.65	\$14.00
Some Exp.	\$12.80	\$13.90	\$17.25
3 yrs w/Firm	\$15.35	\$20.15	\$21.00

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
8111	Legal Services
8322	Individual & Family Services
9010	Federal Government

Los Angeles County Private Industry Council

NOTES:

Growth Rating of Occupation Based on 7.6% Average for Los Angeles County **Much Faster** - 11.4% or greater; **Faster** - 8.36% to 11.3%; **Average** - 6.84% to 8.35%; **Slower** - 6.84% or less

SOURCES: EDD Labor Market Information Division, 1994-1995; Los Angeles Private Industry Council CCOIS survey, 1995; Bureau of Labor Statistics

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Understand of court proceeding.
- Investigative research skills.
- Record Keeping skills.
- Certified Legal Assistant (CLA).
- Possession of a law degree (Juris Doctorate).
- Understanding of legal terms.
- Ability to write effectively.
- Problem solving skills.

Personal/Other

- Ability to read and comprehend information quickly.
- Willingness to work with close supervision.
- Ability to work independently.
- Ability to work under pressure.
- Basic math skills.
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Most firms usually require work experience, while many firms sometimes require work experience.

Almost all firms sometimes accept training as a substitute for work experience.

Among the firms that require work experience,

Some firms require 28 months of work experience as a Paralegal or Legal Secretary.

Education and Training of Recent Hires

Most employees in this occupation have an Associates Degree, while many employees have a Bachelor's Degree. Most employees in this occupation have a Paralegal certificate.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by most firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance. Some employers also offer retirement plans.

Few employees in this occupation work part-time, averaging 23 hours per week. Most firms provide their part-time employees paid vacation and sick leave, while few offer medical insurance or retirement plans.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while some were the result of employee promotions.. Almost all employers expect their employment levels in this occupation to remain stable.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, private employment agencies, current employee referrals, and public school and program referrals.

Almost all employers responded that employees in this occupation must be familiar with word processing software, while some responded that their employees must be familiar with spreadsheet software.

Among the firms that completed questionnaires, most replied that more than 70% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

PERSONAL AND HOME CARE AIDES

Personal and Home Care Aides perform a variety of tasks at places of residence. Their duties include keeping house; advising families having problems with such things as nutrition, health, cleanliness, and household utilities. Please do not include Nurses' Aides and Home Care Workers.

Classification

OES	680350
Occup. Guide #	461
DOT	309.354-010
	359.573-010

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty	◆	◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	950
Size	Small
Growth Rating	Much Faster
Growth Rate	47.4
Projected Growth: 1992-1999	450
Separations	80
Openings	530

Wage Summary

	Low	Median	High
Entry Level	\$5.00	\$5.50	\$6.00
Some Exp.	\$5.50	\$6.50	\$7.00
3 yrs w/Firm	\$6.00	\$8.00	\$9.00

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
8322	Individual and Family Services
8361	Residential Care Services
8082	Home Health Care Services

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Ability to work with children having special needs.
- Understanding of good diet and nutrition.
- Knowledge of geriatrics.
- Knowledge of family social work.
- Family counseling skills.
- Food buying skills.
- Menu planning skills.
- Ability to prepare client food budgets.
- Possession of a valid driver's license.
- Ability to write effectively.
- Ability to pass a pre-employment medical examination.

Personal/Other

- Possession of a reliable vehicle.
- Willingness to work with close supervision.
- High standard of personal cleanliness.
- Ability to work independently.
- Interpersonal Skills.
- Adaptable.
- Basic math skills.
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Most firms sometimes require work experience;

most firms sometimes accept training as a substitute for work experience;

Among the firms that require work experience,

Some firms require 12 months of work experience.

Education and Training of Recent Hires

Most employees have a high school diploma and some college education, but no degree.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by most firms to their full-time employees include paid vacation and sick leave, medical and retirement plans.

Some employees in this occupation work part-time, averaging 25 hours per week. The fringe benefits provided by some firms to their part-time employees include paid vacation and sick leave.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while some vacancies were the result of employee promotions.

Most employers expect their firm's employment in this occupation to remain stable over the next three years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include current employee referrals and the hiring of

unsolicited applicants. *Some* employers hire their employees through public school or program referrals and the Employment Development Department.

Among the firms that completed questionnaires, *most* replied that more than 60% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

PHYSICAL THERAPISTS

Physical Therapists apply techniques and treatments that help relieve pain, increase the patient's strength, and decrease or prevent deformity and crippling.

Classification

OES	323080
Occup. Guide #	558
DOT	076.121-014

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty	◆	◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	3,010
Size	Small
Growth Rating	Much Faster
Growth Rate	31.9
Projected Growth: 1992-1999	960
Separations	350
Openings	1,310

Wage Summary

	Low	Median	High
Entry Level	\$17.20	\$20.15	\$23.00
Some Exp.	\$18.00	\$21.30	\$24.15
3 yrs w/Firm	\$19.20	\$23.60	\$26.45

	Union Low	Union Median	Union High
Entry Level	\$20.15	\$21.30	\$25.90
Some Exp.	\$21.30	\$22.45	\$27.05
3 yrs w/Firm	\$23.00	\$24.15	\$28.50

Major Employing Industries

SIC Code	Type of Industry
8062	General Medical & Surgical Hospital
8049	Offices of Health Practitioners, NEC
8011	Offices & Clinics of Medical

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Record keeping skills.
- Knowledge of geriatrics.
- Knowledge of pediatrics.
- Knowledge of cardiac rehabilitation.
- Knowledge of sports medicine.
- Ability to write effectively.
- Problem solving skills.

Personal/Other

- Manual dexterity.
- Possession of mechanical aptitude
- Willingness to work with close supervision.
- Ability to work as part of a team
- Ability to work independently
- Basic math skills.
- Ability to read and follow instructions.
- Ability to write legibly.
- Oral communication skills.

Related Work Experience

Most firms usually require work experience; most firms sometimes accept training as a substitute for work experience.

Among the firms that require work experience,

Some firms require 24 months of work experience as a Physical Therapist.

Education and Training of Recent Hires

Most employees in this occupation have a Bachelor's Degree, while many have attended some graduate study.

WORK HOURS AND BENEFITS

Most employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by most firms to their full-time employees include paid vacation and sick leave, medical, dental, vision and life insurance, as well as retirement plans. Many employers also offer child care benefits.

Some employees in this occupation work part-time, averaging 21 hours per week. Some employer offer fringe benefits to their part-time employees such as paid sick leave, paid vacation and retirement plans.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while some vacancies were the result of growth.

Most employers expect their firms' employment in this occupation will remain stable, while some expect their firms' employment in this occupation will grow.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house

promotions and transfers, current employee referrals and unsolicited applicants.

Among the firms that completed questionnaires, most replied that more than 50% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

PHYSICAL THERAPY AIDES

Physical Therapy Aides prepare patients and treatment area for physical therapy treatments and assist Physical Therapists with treatments such as gait training, hydrotherapy, and exercise programs. They transport patients to and from treatment area and assemble and maintain equipment and supplies. They may perform routine clerical and related tasks. They work under continuous on-site supervision of a licensed/registered Physical Therapist.

Classification

OES	660172
Occup. Guide #	451
DOT	076.224-010

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty		
No Difficulty	◆	◆

Occupational Statistics

1992 Estimated Employment	2,850
Size	Small
Growth Rating	Much Faster
Growth Rate	37.2
Projected Growth: 1992-1999	1060
Separations	190
Openings	1,250

Wage Summary

	Low	Median	High
Entry Level	\$8.00	\$10.95	\$13.05
Some Exp.	\$9.40	\$11.20	\$13.80
3 yrs w/Firm	\$10.80	\$13.00	\$16.10

	Union Low	Union Median	Union High
Entry Level	\$8.50	\$10.60	\$12.65
Some Exp.	\$9.50	\$11.40	\$13.25
3 yrs w/Firm	\$10.50	\$12.45	\$14.40

Major Employing Industries

SIC Code	Type of Industry
8062	General Medical & Surgical Hospital
8049	Offices of Health Practitioners, NEC
8011	Offices & Clinics of Medical

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Knowledge of physiology.
- Knowledge of anatomy.
- General clerical skills.
- Massage skills.
- Knowledge of neurology.
- Understanding of cardio-pulmonary diseases.
- Knowledge of geriatrics.
- Knowledge of orthopedic care.
- Knowledge of sports medicine.
- Knowledge of pediatrics.
- Ability to apply transferring techniques moving patients.
- Ability to take vital signs.
- Enrollment in a Physical Therapist Assistant training program.
- Ability to detect complications in patients.
- Ability to write effectively.
- Ability to type at least 45 wpm.

Personal/Other

- Ability to pass a per-employment medical examination.
- Willingness to work with close supervision.
- Basic math skills.
- Ability to follow directions.
- Oral Communications skills.
- Ability to write legibly.

Related Work Experience

Many firms never require work experience, while *some firms sometimes* require work experience.

Most firms usually accept training as a substitute for work experience, while *some firms sometimes or always* accept training as a substitute for work experience.

Among the firms that require work experience,

Some firms require 24 months of work experience as a Physical Therapy Aide.

Education and Training of Recent Hires

Many employees in this occupation have a Bachelor's degree, while *some* employees have either an Associates degree or some college but no degree.

WORK HOURS AND BENEFITS

Most employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by *most* firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance, as well as vision insurance. *Many* employers also offer retirement plans.

Some employees in this occupation work part-time, averaging 26 hours per week. The fringe benefits provided by *many* employers to their part-time employees include paid vacation, paid sick leave, and retirement

plans. *Some* employers also offer their part-time employees medical and dental insurance.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while *some* vacancies were the result of growth.

Almost all surveyed employers expect their firm's employment in this occupation to remain stable over the next three years, while *some* employers expect their firm's employment in this occupation to grow over the next three years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals, public school or program referrals and private school referrals.

Among the firms that completed questionnaires, most replied that more than 40% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

PHYSICAL THERAPY ASSISTANTS

Physical Therapy Assistants administer and assist with physical therapy treatments as planned and directed by a Physical Therapist. They administer treatments such as exercise, gait training, massage, whirlpool, and hot packs. They instruct, motivate, and assist patients with learning and improving functional activities. They may record patient treatments and maintain patient records.

Classification

OES	660170
Occup. Guide #	451
DOT	076.224-010

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty	◆	◆
Little Difficulty		
No Difficulty		

Occupational Statistics

1992 Estimated Employment	2,850
Size	Small
Growth Rating	Much Faster
Growth Rate	37.2
Projected Growth: 1992-1999	1060
Separations	190
Openings	1,250

Wage Summary

	Low	Median	High
Entry Level	\$10.95	\$11.50	\$13.85
Some Exp.	\$11.50	\$12.65	\$16.70
3 yrs w/Firm	\$14.40	\$14.95	\$19.35

	Union Low	Union Median	Union High
Entry Level	\$14.40	\$14.40	\$14.40
Some Exp.	\$14.40	\$14.40	\$14.40
3 yrs w/Firm	\$16.70	\$17.00	\$17.25

Major Employing Industries

SIC Code	Type of Industry
8062	General Medical & Surgical Hospital
8049	Offices of Health Practitioners, NEC
8011	Offices & Clinics of Medical

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Knowledge of physiology.
- Knowledge of anatomy.
- Knowledge of neurology.
- Understanding of cardio-pulmonary diseases.
- Knowledge of geriatrics.
- Knowledge of orthopedic care.
- Knowledge of pathology.
- Knowledge of sports medicine.
- Knowledge of pediatrics.
- Ability to apply transferring techniques moving patients.
- Ability to maintain progress notes and treatment summaries.
- Ability to take vital signs.
- Possession of a Physical Therapist Assistant certificate.
- Ability to detect complications in patients.
- Ability to write effectively.
- Ability to type at least 45 wpm.

Personal/Other

- Ability to pass a per-employment medical examination.
- Willingness to work with close supervision.
- Ability to work independently
- Basic math skills
- Ability to follow directions.
- Oral Communications skills.
- Ability to write legibly.

Related Work Experience

Most firms sometimes require work experience, while *some* firms *never* require work experience.

Most firms usually accept training as a substitute for work experience, while *some* firms *sometimes* accept training as a substitute for work experience.

Among the firms that require work experience,

Some firms require 24 months of work experience as a Physical Therapy Assistant.

Education and Training of Recent Hires

Almost all employees in this occupation have an Associates Degree.

Many employers require that their employees in this occupation obtain a Physical Therapy Assistant Certificate from an accredited school or training program.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by *almost all* firms to their full-time employees include paid vacation and sick leave, medical, dental, vision and life insurance, as well as retirement plans.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while *some* were the result of growth.

Almost all employers expect their firms' employment in this occupation to remain stable, while *few* expect their firms' employment in this occupation will grow over the next three years.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals, and public school or program referrals.

Among the firms that completed questionnaires, most replied that more than 50% of the employees in this occupation were women.

1995 Los Angeles County Occupational Outlook Report

SCREEN PRINTING MACHINE SETTERS AND SET-UP OPERATORS

Screen Printing Machine Setters and Set-Up Operators set up or set up and operate screen printing machines to print designs onto articles and materials, such as glass or plastic containers or ware, cloth, and paper.

Classification

OES	925240
Occup. Guide #	N/A
DOT	652.260-010
	652.380-010
	979.360-010

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		◆
Little Difficulty		
No Difficulty	◆	

Occupational Statistics

1992 Estimated Employment	1,120
Size	Small
Growth Rating	Much Faster
Growth Rate	26.8
Projected Growth: 1992-1999	300
Separations	170
Openings	470

Wage Summary

	Low	Median	High
Entry Level	\$4.25	\$5.50	\$8.00
Some Exp.	\$4.25	\$8.00	\$10.00
3 yrs w/Firm	\$4.25	\$10.50	\$15.00

	Union Low	Union Median	Union High
Entry Level	\$5.00	\$8.80	\$9.00
Some Exp.	\$6.00	\$8.80	\$10.00
3 yrs w/Firm	\$8.00	\$10.65	\$12.00

Major Employing Industries

SIC Code	Type of Industry
2396	Automotive and Apparel Trimmings
2759	Commercial Printing, Lithographic
2339	Women's and Misses, Outerwear and Skirts

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Ability to use computer-controlled presses.
- Ability to operate multicolor presses.
- Ability to use printing ink.
- Ability to set up machines.
- Record keeping skills.
- Ability to calculate weights and measures.

Personal/Other

- Ability to plan and organize the work of others.
- Possession of mechanical aptitude.
- Willingness to work with close supervision.
- Ability to do shift work.
- Ability to pay attention to detail.
- Public contact skills.
- Ability to work independently.
- Ability to work under pressure.

Related Work Experience

Some surveyed employers *usually* require work experience.

Almost all surveyed employers *usually* accept training as a substitute for work experience.

Among the firms that require work experience,*

Many surveyed employers require 28 months of work experience.

Education and Training of Recent Hires

Almost all surveyed employers reported that their employees have a high school diploma or equivalent. *Some* employers reported that their employees have some college, but no degree. *Most* surveyed employers require 12 months of Screen Printing training.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by *most* employers to their full-time employees include paid vacation and sick leave, medical, dental, vision and life insurance, as well as retirement plans.

SUPPLY AND DEMAND

Most vacancies were the result of new positions created by growth while *some* vacancies were the result of temporary positions. *Almost all* employers expect employment to grow over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit new employees into this occupation include current employee referrals, newspaper advertisements, in-house promotions or transfers, public school and program referrals, unsolicited applicants, and the Employment Development Department.

Alternate titles for this occupation include Set-Up Operators/Production Setup, Printers, Silk Screeners, Master Printer, Screen Printer, and Printing Machine Operators.

Some employers prefer computer literacy and familiarity with graphics design software. *Some* employers also required familiarity with computer-controlled press machines.

Among the firms that completed questionnaires, most replied that more than 30% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

SYSTEMS ANALYSTS - ELECTRONIC DATA PROCESSING

Systems Analysts, Electronic Data Processing, analyze business, scientific, and technical problems for application to electronic data processing systems. It does not include persons working primarily as engineers, mathematicians, programmers, or scientists.

Classification

OES	251020
Occup. Guide #	N/A
DOT	030.162-014
	030.162-022
	030.167-014
	109.067-010

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty	◆	◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	22,510
Size	Large
Growth Rating	Much Faster
Growth Rate	20.3
Projected Growth: 1992-1999	4,570
Separations	2,900
Openings	7,470

Wage Summary

	Low	Median	High
Entry Level	\$15.35	\$19.20	\$21.10
Some Exp.	\$17.25	\$20.15	\$23.00
3 yrs w/Firm	\$19.20	\$23.50	\$26.35

	Union Low	Union Median	Union High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

Major Employing Industries

SIC Code	Type of Industry
7374	Data Processing and Preparation
9030	Local government
7371	Computer Programming Services

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Knowledge of algebra.
- Ability to prepare flow charts.
- Ability to use COBOL.
- Knowledge of mainframe hardware and operating systems.
- Knowledge of microcomputer hardware and operating systems.
- Knowledge of minicomputer hardware and operating systems.
- Ability to use C programming language.
- Knowledge of UNIX.
- Ability to use database software.
- Ability to use business applications software.
- Ability to use scientific application software.
- Ability to use engineering application software.
- Understanding of wide area networks
- Ability to set-up and maintain multi-user systems.
- Understanding of local area networks (LAN).

Personal/Other

- Willingness to work with close supervision.
- Ability to work independently.
- Customer service skills.
- Ability to read and follow instructions.
- Oral communication skills.

Related Work Experience

Almost all firms usually require work experience.

Most firms *never* accept training as a substitute for work experience, while *some* firms *sometimes* accept training as a substitute for experience.

Among the firms that require work experience,

Some firms require 50 months of work experience as a Programmer or Systems Analyst.

Education and Training of Recent Hires

Most employees have a Bachelor's Degree in Computer Science.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 42 hours per week. The fringe benefits provided by *most* firms to their full-time employees include paid vacation and sick leave, medical, dental, vision, and life insurance as well as retirement plans. *Few* also offer child care.

SUPPLY AND DEMAND

Many vacancies in this occupation were the result of turnover or employee promotions, while *some* were the result of growth.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include newspapers advertisements, in-house promotions and transfers, current employee referrals, public schools or program referrals and private school referrals.

Almost all employers responded that knowledge of spreadsheet, word processing, and database software is required for employment in this occupation.

Among the firms that completed questionnaires, most replied that less than 15% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

TEACHERS - SPECIAL EDUCATION

Special Education Teachers teach elementary and secondary school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life processes skills to the mentally retarded.

Classification

OES	313110
Occup. Guide #	110
DOT	094.107-010
	094.224-010
	094.224-014
	094.224-022

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty	◆	◆
Little Difficulty		
No Difficulty		

Occupational Statistics

1992 Estimated Employment	6,780
Size	Medium
Growth Rating	Much Faster
Growth Rate	27.4
Projected Growth: 1992-1999	1,860
Separations	510
Openings	2,370

Wage Summary

	Low	Median	High
Entry Level	N/A	N/A	N/A
Some Exp.	N/A	N/A	N/A
3 yrs w/Firm	N/A	N/A	N/A

	Union Low	Union Median	Union High
Entry Level	\$12.30	\$14.20	\$16.45
Some Exp.	\$13.45	\$15.10	\$24.20
3 yrs w/Firm	\$14.15	\$21.60	\$27.10

Major Employing Industries

SIC Code	Type of Industry
8211	Elementary & Secondary School
8299	Schools & Educational Services, NEC
8221	Colleges and Universities

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Sign language skills.
- Ability to read Braille.
- Ability to read lips.
- Ability to teach physical education.
- Ability to use computers as a teaching tool.
- Classroom management skills.
- Ability to plan and organize training programs.
- Ability to write effectively.

Personal/Other

- Ability to handle crisis situations.
- Willingness to travel.
- Ability to be imaginative and creative.
- Ability to work independently.
- Ability to exercise patience.
- Ability to maintain classroom discipline.

Related Work Experience

Most surveyed employers *usually* require work experience and *some* surveyed employers *sometimes* require work experience;

Almost all surveyed employers *usually* accept training as a substitute for work experience.

Among the firms that require work experience,

Many employers require 18 months of work experience prior to employment

Education and Training of Recent Hires

Almost all employees have a high school diploma and a Bachelor's degree or graduate study, including state teaching credentials.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 38 hours per week. *Few* employees work part-time averaging 28 hours per week.

The fringe benefits provided by most firms to their full-time employees include medical, dental, vision and life insurance, as well as retirement plans. *Few* employers provide paid vacation.

The fringe benefits provided by *most* employers to their part-time employees include medical, dental, life, and vision insurance, as well as retirement plans. *Few* employers provide paid sick leave and paid vacation to their part-time employees.

SUPPLY AND DEMAND

Many vacancies in this occupation were the result of turnover and growth. *Most* surveyed employers expect employment in this occupation to grow over the next 3 years.

OTHER INFORMATION

The primary resources used to recruit new employees into this occupation include newspapers advertisements, current employee referrals, public school or program referrals, the hiring of unsolicited applicants, university placement offices and job/career fairs.

Among the firms that completed questionnaires, most replied that more than 50% of the employees in this occupation are women.

1995 Los Angeles County Occupational Outlook Report

TRUCK DRIVERS - HEAVY OR TRACTOR TRAILER

Heavy or Tractor Trailer Truck Drivers drive tractor-trailer combinations or trucks with a capacity of more than three tons to transport and deliver goods, livestock, or materials in liquid, loose or packaged form. They may be required to unload trucks.

Classification

OES	971020
Occup. Guide #	255
DOT	900.683-010
	903.683-018
	905.483-010
	905.683-014

Job Market Demand

Difficulty finding qualified applicants	Experienced Applicants	Inexperienced Applicants
Great Difficulty		
Some Difficulty		
Little Difficulty	◆	◆
No Difficulty		

Occupational Statistics

1992 Estimated Employment	29,120
Size	Very Large
Growth Rating	Average
Growth Rate	8.0
Projected Growth: 1992-1999	2,330
Separations	3,380
Openings	5,710

Wage Summary

	Low	Median	High
Entry Level	\$8.50	\$9.00	\$10.50
Some Exp.	\$10.00	\$11.00	\$12.75
3 yrs w/Firm	\$12.00	\$13.00	\$15.25

	Union Low	Union Median	Union High
Entry Level	\$7.00	\$10.88	\$12.75
Some Exp.	\$10.00	\$12.75	\$14.50
3 yrs w/Firm	\$13.00	\$17.28	\$19.90

Major Employing Industries

SIC Code	Type of Industry
4210	Trucking
9030	Local Government
3273	Ready-Mix Concrete

Los Angeles County Private Industry Council

NOTES:

TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

Qualifications/Skills

Technical

- Ability to operate a fork lift.
- Ability to read invoices.
- Record keeping skills.
- Automotive maintenance and minor repair skills.
- Ability to meet ICC requirements.
- Ability to drive trucks long distances.
- Ability to load and unload freight.
- Map reading skills.
- Possession of a valid Class A driver's license.
- Possession of a valid Class B driver's license.
- Knowledge of local streets.

Personal/Other

- Ability to lift at least 75 lbs. repeatedly.
- Ability to work independently.
- Possession of a good DMV driving record.
- Basic math skills.
- Ability to read and follow instructions.
- Ability to write legibly.

Related Work Experience

Most firms never require work experience, while *some firms sometimes* require work experience.

Most firms usually accept training as a substitute for work experience, while *some firms sometimes* accept training as a substitute for work experience.

Among the firms that require work experience.

Some firms require 24 months of work experience as a Truck Driver or Cement Truck Driver.

Education and Training of Recent Hires

Almost all employees in this occupation have a high school diploma.

WORK HOURS AND BENEFITS

Almost all employees in this occupation work full-time, averaging 40 hours per week. The fringe benefits provided by *most* firms to their full-time employees include paid vacation and sick leave, medical, dental, and life insurance, as well as retirement plans. *Some* firms also offer vision insurance.

SUPPLY AND DEMAND

Most vacancies in this occupation were the result of turnover, while *some* vacancies were due to growth.

Most employers expect their firms' employment in this occupation will remain stable over the next three years, while *some* expect their firms' employment in this occupation will grow.

OTHER INFORMATION

The primary resources used to recruit employees into this occupation include

newspapers advertisements, current employee referrals and unsolicited applicants.

Among the firms that completed questionnaires, *most* replied that less than 5% of the employees in this occupation were women.

Many employers indicated that their employees in this occupation were required to obtain a class A or class B driver's license in order to be employed in this occupation.

Appendix

OCCUPATIONAL WAGES AND SUPPLY/DEMAND

This summary is for occupations surveyed in Los Angeles County for 1990-1994 and was done as part of the California Cooperative Occupational Information System. Additional information such as hiring, job requirements, size, trend, and fringe benefits is included in the full reports for those years entitled **Los Angeles County Occupational Opportunities Labor Market Outlook Report** and prepared by staff of the Los Angeles County Private Industry Council, in partnership with the California State Employment Development Department. For a copy of those full reports, contact the Los Angeles County Private Industry Council staff at (213) 351-6622 or (213) 738-3175.

Wages and supply/demand can vary significantly, depending upon skill, training, and experience. The data were collected during the time period shown. Wages are per hour unless noted otherwise. The median wage (in parenthesis) is the point above and below which 50 percent of the reported wages fell. The rating of opportunities in the job market are based on surveyed employer's evaluations of the degree of difficulty they have finding qualified applicants (great difficulty, some difficulty, little difficulty, and no difficulty).

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Adjustment Clerks OES 531230 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-10.53 (7.26) \$5.25-13.34 (8.25) \$6.25-14.36 (9.88)		Little Difficulty	Some Difficulty
Amusement and Recreation Attendants OES 68140 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-6.00 (4.71) \$4.25-8.03 (5.29) \$5.00-9.28 (7.00)		No Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Appraiser, Real Estate OES 430110 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$10.47-14.53 (12.07) \$11.23-24.22 (14.53) \$15.12-31.49 (18.85)		Little Difficulty	Some Difficulty
Assemblers and Fabricators OES 939560 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-8.00 (5.14) \$4.25-12.00 (5.75) \$5.25-13.00 (8.00)	<u>UNION</u> \$4.25-14.11 (4.88) \$4.25-14.11 (6.00) \$5.03-16.60 (8.00)	No Difficulty	Some Difficulty
Automotive Body and Related Repairs OES 853050 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-17.44 (5.12) \$5.00-37.50 (13.56) \$10.00-37.50 (21.19)		Great Difficulty	Some Difficulty
Automotive Mechanics OES 853020 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$ 7.00-7.00 (7.00) \$ 8.00-15.00 (12.11) \$ 9.30-19.38 (16.00)		Little Difficulty	Some Difficulty
Bill and Account Collectors OES 535080 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-10.20 (8.00) \$5.25-12.01 (9.88) \$6.50-20.35 (12.11)		Little Difficulty	Great Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Billing, Cost, and Rate Clerks OES 553440 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.00-15.35 (8.14) \$7.50-18.00 (9.88) \$8.70-18.00 (10.94)		Little Difficulty	Little Difficulty
Bookkeeping, Accounting, and Auditing Clerks OES 553380 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.81-11.00 (8.74) \$7.50-12.60 (10.17) \$11.00-17.28 (12.50)		Little Difficulty	Little Difficulty
Bread and Pastry Bakers OES 650210 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-6.50 (4.25) \$4.25-9.00 (6.50) \$5.25-10.50 (7.75)	<u>UNION</u> \$4.50-9.00 (8.03) \$4.50-12.75 (10.50) \$7.50-14.00 (12.63)	Little Difficulty	Some Difficulty
Broadcast Technicians OES 340280 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$7.00-16.96 (10.17) \$9.00-30.00 (13.57) \$11.00-\$30.00 (17.19)	<u>UNION</u> N/A \$6.00-25.00 (18.17) \$10.00-28.00 (22.08)	Great Difficulty	Little Difficulty
Bus Driver OES 971080 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-7.85 (6.00) \$5.40-11.49 (6.00) \$6.00-13.00 (13.00)	<u>UNION</u> \$4.25-12.20 (10.74) \$4.25-14.11 (12.20) \$11.98-17.50 (15.50)	Some Difficulty	Little Difficulty

Occupation	Wages (Median)				Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
					Inexperienced	Experienced
Bus Driver - School OES 971110 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-11.01 (6.50) \$6.50-11.01 (7.00) \$8.00-12.05 (10.00)	<u>UNION</u> \$7.35-11.22 (8.00) \$7.50-12.21 (9.34) \$9.00-\$14.34 (12.50)		Great Difficulty	Some Difficulty
Bus and Truck Mechanics OES 853110 1990	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-9.00 \$6.00-16.45 \$10.00-17.55	<u>UNION</u> \$9.85-11.50 \$11.65-16.80 \$13.40-21.50		Little Difficulty	Some Difficulty in larger firms, otherwise Great Difficulty
Cabinet Maker/ Bench Carpenter OES 893110 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-7.45 (5.38) \$5.50-13.72 (7.25) \$6.50-17.63 (8.60)	<u>UNION</u> \$4.25-8.72 (6.00) \$6.35-19.00 (10.90) \$10.50-21.00 (17.00)		Little Difficulty	Some Difficulty
Carpenters OES 871020 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm	<u>NONUNION</u> \$5.00-11.00 (5.50) \$5.00-12.00 (10.00) \$5.00-16.00 (15.00)	<u>UNION</u> \$5.50-19.00 (12.00) \$10.00-21.80 (21.80) \$16.00-24.00 (23.80)		Little Difficulty	Some Difficulty
Cashier OES 490230 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-7.25 (5.00) \$4.25-9.00 (5.50) \$5.50-10.50 (7.00)	<u>UNION</u> \$6.15-6.50 (6.33) \$6.15-7.50 (6.83) \$10.50-14.27 (12.27)		Little Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Child Care Workers OES 680380 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.00-8.14 (7.40) \$6.30-8.72 (7.32) \$6.60-10.02 (8.05)		Some Difficulty	Some Difficulty
Computer Operator OES 560110 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.00-24.00 (10.00) \$6.90-24.00 (11.13) \$7.50-24.00 (13.43)		No Difficulty	Little Difficulty
Computer Programmers, Including Aides OES 251051 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$10.26-25.00 (13.33) \$11.47-30.00 (19.76) \$13.58-60.00 (24.49)		No Difficulty	Little Difficulty
Concrete and Terrazzo Finishers OES 873110 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-20.00 (6.50) \$6.00-22.00 (10.00) \$7.00-24.00 (14.00)	<u>UNION</u> \$8.10-8.10 (8.10) \$15.00-15.00 (15.00) \$20.26-20.26 (20.26)	No Difficulty	Some Difficulty
Cooks - Resturant OES 650260 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-6.00 (5.00) \$4.25-9.88 (6.00) \$5.00-23.26 (8.00)		No Difficulty	Some Difficulty

Occupation	Wages (Median)				Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
					Inexperienced	Experienced
Counter Attendants OES 650170 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-6.00 (4.75) \$4.25-6.75 (5.50) \$5.00-8.00 (6.00)	<u>UNION</u> \$5.35-6.00 (5.68) \$6.00-6.75 (6.38) \$6.00-7.00 (6.50)		No Difficulty	No Difficulty
Counter and Rental Clerk OES 490170 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-12.11 (7.00) \$4.25-14.53 (8.00) \$5.00-16.96 (10.00)			No Difficulty	Some Difficulty
Data Entry Keyers OES 560170 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.00-13.74 (10.93) \$8.00-14.53 (11.00) \$10.00-16.96 (13.15)			Some Difficulty	Little Difficulty
Data Processing Equipment Repairers OES 857050 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$9.00-15.00 (10.47) \$10.50-17.00 (12.00) \$13.08-21.00 (17.00)			Some Difficulty	Some Difficulty
Dental Assistants OES 660020 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.50-8.21 (6.50) \$6.00-10.26 (8.00) \$7.50-13.68 (10.50)			Some Difficulty	Little Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Dental Hygienist OES 329080 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm	<u>NONUNION</u> \$12.00-18.75 (15.40) \$15.00-25.00 (24.00) \$15.00-31.25 (27.20)		No Difficulty	Little Difficulty
Dispatchers-Except Police, Fire, and Ambulance OES 580050 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.50-13.78 (9.61) \$7.50-15.12 (10.00) \$10.00-18.05 (13.00)	<u>UNION</u> \$18.75-18.75 (18.75) \$18.75-18.75 (18.75) \$19.14-19.14 (19.14)	Some Difficulty	Little Difficulty
Drafters OES 225140 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$9.50-17.00 (11.03) \$10.00-19.00 (15.00) \$11.56-25.00 (21.26)		No Difficulty	Little Difficulty
Driver/Sales Workers OES 971170 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.25-12.20 (9.30) \$5.25-13.00 (11.00) \$5.25-15.25 (12.75)		Little Difficulty	Some Difficulty
Electrical & Electronic Engineering Technicians & Technologists OES 225050 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.00-21.80 (13.57) \$6.00-21.80 (15.60) \$8.00-30.00 (19.07)		Great Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Electrocardiograph Technicians and Technologists OES 329260 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$8.00-10.63 (8.76) \$8.47-11.50 (10.00) \$10.43-14.88 (11.39)		No Difficulty	Some Difficulty
Electronical and Electronic Assemblers OES 939050 1990	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>OTHER FIRMS</u> \$4.25-8.38 \$4.25-10.00 \$5.00-11.09	<u>SIC CODE 3662</u> \$4.50-9.96 \$7.15-11.53 \$8.55-12.80	Little Difficulty	Little Difficulty in larger firms, otherwise, Some Difficulty
Electricians OES 872020 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.50-18.00 (9.00) \$6.98-19.00 (14.00) \$8.43-20.00 (16.00)	<u>UNION</u> \$12.00-26.00 (25.95) \$12.00-27.10 (25.95) \$12.00-27.10 (25.95)	Little Difficulty	Some Difficulty
Emergency Medical Technicians I OES 325081 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-7.75 (5.25) \$4.25-7.75 (5.50) \$5.83-\$10.85 (6.75)		Little Difficulty	Some Difficulty
Emergency Medical Technicians - Paramedic OES 325083 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.50-11.05 (7.38) \$6.50-11.05 (7.38) \$7.75-12.20 (9.50)		No Difficulty	Little Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Engineers, Civil OES 221210 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$9.69-22.29 (16.41) \$14.53-33.63 (19.43) \$16.96-46.47 (27.98)		No Difficulty	Some Difficulty
File Clerks OES 553210 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-11.53 (7.45) \$6.30-12.04 (7.50) \$6.30-14.34 (8.74)		No Difficulty	Little Difficulty
Food Preparation Workers OES 650380 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-8.26 (5.08) \$4.25-8.26 (5.41) \$4.25-9.22 (6.84)		Little Difficulty	Little Difficulty
Food Service Managers OES 150261 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-17.44 (11.06) \$5.00-17.44 (11.32) \$8.08-19.00 (13.65)		Great Difficulty	Some Difficulty
Gardeners and Groundskeepers OES 790140 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.58-9.80 (7.02) \$4.58-10.62 (8.42) \$4.58-13.73 (10.10)		Little Difficulty	Little Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Heating, Air Conditioning, and Refrigeration Mechanics and Installers OES 859020 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.50-12.00 (7.50) \$7.00-22.81 (15.00) \$9.00-26.50 (18.29)	<u>UNION</u> \$10.74-10.74 (10.74) \$23.65-23.65 (23.65) \$23.65-23.65 (23.65)	Little Difficulty	Some Difficulty
Helpers - Carpenters and Related OES 983120 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-8.00 (6.50) \$6.25-10.00 (8.50) \$8.25-12.00 (10.50)	<u>UNION</u> \$5.00-13.00 (6.50) \$10.00-15.08 (15.04) \$10.00-25.00 (21.80)	No Difficulty	Some Difficulty
Helpers-Electrician and Powerline Transmission Installers OES 983130 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.50-13.52 (8.82) \$8.50-17.00 (15.12) \$10.50-22.00 (18.40)		No Difficulty	Some Difficulty
Helpers - Plumbers, Pipefitters, and Steamfitters OES 983150 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$7.00-17.50 (7.75) \$11.50-21.50 (13.75) \$15.00-24.00 (20.00)	<u>UNION</u> \$8.10-9.09 (9.09) \$10.50-15.00 (12.49) \$12.49-27.81 (21.11)	No Difficulty	Little Difficulty
Home Health Workers OES 660110 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-17.00 (8.19) \$7.50-17.00 (9.25) \$8.00-20.00 (11.33)		Little Difficulty	Little Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Hosts, Hostesses - Restaurant, Lounge or Coffee Shop OES 650020 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-7.00 (4.63) \$4.25-7.00 (5.13) \$4.25-10.00 (6.00)		No Difficulty	Some Difficulty
Hotel Desk Clerks OES 538080 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.45-8.50 (8.00) \$6.45-8.72 (8.25) \$7.50-10.00 (9.25)	<u>UNION</u> \$8.06-9.00 (8.25) \$8.06-9.00 (8.25) \$8.25-10.00 (11.00)	Little Difficulty	Some Difficulty
Industrial Truck and Tractor Operators OES 979470 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-13.65 (7.00) \$4.25-18.00 (11.07) \$4.25-22.00 (13.04)	<u>UNION</u> \$5.86-22.80 (15.81) \$10.45-25.32 (18.19) \$12.11-28.25 (19.11)	Great Difficulty	Little Difficulty
Instructional Aides OES 315211 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.91-11.36 (8.04) \$5.91-13.14 (8.12) \$6.51-13.36 (9.34)		No Difficulty	Little Difficulty
Insurance Claims Clerks OES 533110 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.50-11.63 (8.79) \$6.50-13.08 (9.40) \$9.30-14.53 (12.24)		No Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Insurance Policy Processing Clerk OES 553140 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.40-11.63 (8.04) \$6.98-12.79 (9.19) \$7.56-17.44 (11.00)		Little Difficulty	Little Difficulty
Janitors and Cleaners OES 670050 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-10.47 (6.00) \$4.25-10.99 (6.61) \$5.50-12.00 (9.40)		No Difficulty	Little Difficulty
Loan and Credit Clerks (Update) OES 531210 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.81-13.00 (8.14) \$6.98-14.53 (10.90) \$8.43-17.44 (12.60)		No Difficulty	No Difficulty
Legal Secretaries OES 551020 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$8.72-18.86 (12.79) \$11.93-20.11 (17.37) \$15.95-22.00 (19.65)		NOT SOUGHT	Some Difficulty
Licensed Vocational Nurses OES 325050 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$8.00-12.00 (10.00) \$10.00-13.50 (10.97) \$11.00-15.00 (12.29)		Little Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Machine Builders OES 931050 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.75-10.00 (6.00) \$5.25-13.00 (9.00) \$5.50-18.50 (10.00)		No Difficulty	Some Difficulty
Machine Feeders and Offbearers OES 985000 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-9.16 (5.25) \$4.75-9.16 (5.75) \$5.5-10.55 (6.50)		Little Difficulty	Little Difficulty
Machine Tool Cutting Operators OES 911170 1990	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-8.25 (5.50) \$5.50-9.50 (7.60) \$6.00-13.95 (9.00)		Little Difficulty	Some Difficulty
Machinists OES 891080 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-8.50 (6.65) \$5.50-14.95 (10.00) \$7.50-18.00 (15.00)		No Difficulty	Some Difficulty
Maids and Housekeeping Cleaners OES 670020 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-6.59 (5.50) \$4.25-6.59 (5.57) \$4.50-8.50 (6.38)		Little Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Maintenance Repairers - General Utility OES 851320 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$7.00-14.59 (11.99) \$7.50-20.83 (12.05) \$10.00-22.29 (14.53)		Little Difficulty	Some Difficulty
Medical and Clinical Lab Assistants OES 329050 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.75-9.45 (8.00) \$6.00-12.00 (8.50) \$7.27-14.00 (10.50)		Little Difficulty	Some Difficulty
Medical and Clinical Laboratory Technologist OES 329020 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$14.00-17.88 (14.98) \$14.53-20.00 (17.00) \$17.30-22.61 (19.38)		No Difficulty	Little Difficulty
Medical Assistants OES 660050 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.00-10.00 (8.00) \$7.00-12.00 (8.50) \$8.86-16.96 (12.00)		Little Difficulty	Some Difficulty
Medical Records Technicians OES 329110 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.00-6.00 (6.00) \$7.88-14.53 (10.00) \$10.00-17.00 (12.11)		Little Difficulty	Little Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Medical Secretaries OES 551050 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-15.50 (8.88) \$7.50-19.14 (11.00) \$9.50-19.86 (13.37)		No Difficulty	Little Difficulty
Nondestructive Testers (Limited) OES N/A 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$9.00-12.00 (10.84) \$9.68-14.00 (13.00) \$11.68-17.00 (17.00)		Great Difficulty	Great Difficulty
Numerical Control Machine Tool Operators and Tenders OES 915020 1991.	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-13.00 (10.00) \$6.50-15.21 (13.00) \$8.00-19.00 (16.00)		NOT SOUGHT	Some Difficulty
Nursery Workers OES 790050 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$3.88-5.00 (4.25) \$4.25-6.00 (5.00) \$5.00-8.13 (5.50)		No Difficulty	Little Difficulty
Nursing Aides, Orderlies, and Attendants OES 660080 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-6.50 (5.72) \$6.00-8.00 (6.50) \$8.00-10.00 (9.00)		Little Difficulty	Little Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Occupational Therapy Assistants and Aides OES 660210 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-7.00 (6.25) \$6.50-8.85 (7.75) \$8.95-10.50 (9.00)		Some Difficulty	Great Difficulty
Offset Lithographic Press Setters and Setup Operators OES 925120 1990	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-12.76 (7.25) \$5.15-24.23 (12.50) \$8.25-29.07 (17.92)		No Difficulty	Some Difficulty
Operating Engineer OES 979560 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$13.00-21.14 (13.56) \$15.63-23.93 (22.49) \$19.36-24.95 (22.49)		No Difficulty	Some Difficulty
Opticians - Dispensing and Measuring OES 325140 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-11.85 (7.84) \$7.00-14.54 (10.16) \$9.50-17.44 (15.41)	<u>UNION</u> N/A \$13.16-13.16 \$16.65-16.65	Some Difficulty	Some Difficulty
Order Clerks - Materials, Merchandise, and Service OES 553230 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.50-12.50 (8.25) \$6.30-13.25 (9.13) \$7.25-13.32 (11.63)		No Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Packaging and Filling Machine Operators and Tenders OES 929740 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.75-6.00 (5.00) \$5.35-8.00 (6.50) \$7.00-10.00 (9.00)		No Difficulty	Some Difficulty
Pharmacy Technicians OES 325180 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-10.50 (8.00) \$7.00-11.50 (8.75) \$9.00-14.00 (11.50)	<u>UNION</u> \$5.20-5.50 (5.35) \$6.50-8.50 (7.50) \$10.00-12.00 (11.00)	No Difficulty	Little Difficulty
Photographic Processing Machine Operators OES 929080 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-10.00 (7.75) \$6.00-13.00 (9.50) \$7.75-20.35 (12.70)	<u>UNION</u> \$4.85-23.69 (6.49) \$4.99-36.50 (15.00) \$7.90-38.00 (17.50)	Some Difficulty	Some Difficulty
Physical Therapy Aides OES 660170 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-8.44 (6.13) \$5.00-9.00 (6.94) \$6.00-10.66 (8.00)		Little Difficulty	Little Difficulty
Physical Therapy Assistants OES 660170 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$7.51-14.00 (11.27) \$7.89-16.00 (12.00) \$8.70-20.00 (14.50)		Some Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Physicians' Assistants OES 325110 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$16.25-30.00 (23.00) \$18.90-35.00 (24.11) \$26.16-40.00 (27.64)		Little Difficulty	Some Difficulty
Painters, Paperhangers - Construction and Maintenance OES 874020 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.50-9.00 (6.00) \$5.00-15.00 (9.00) \$7.00-17.00 (13.00)	<u>UNION</u> \$6.50-6.50 (6.50) \$17.00-17.00 (17.00) \$22.82-24.00 (22.82)	Little Difficulty	Little Difficulty
Patternmakers, and Layout Workers - Fabric and Apparel OES 895020 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$3.50-8.00 (5.35) \$4.50-15.00 (7.38) \$5.00-22.00 (8.38)		No Difficulty	Some Difficulty
Payroll and Time Keeping Clerks OES 553410 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$7.50-11.63 (8.14) \$8.11-14.53 (10.77) \$10.00-16.47 (13.60)		Some Difficulty	Some Difficulty
Paralegal Personnel OES 283050 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$10.17-14.53 (12.11) \$11.14-19.19 (15.12) \$11.63-20.95 (17.60)		Some Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Personnel Clerks - Except payroll and Timekeeping OES 553140 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$7.26-14.48 (13.00) \$7.27-14.53 (12.49) \$9.00-16.96 (15.00)		No Difficulty	Little Difficulty
Pest Controllers and Assistants OES 670080 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-14.53 (6.99) \$5.57-14.53 (9.01) \$6.50-20.00 (12.16)		No Difficulty	Some Difficulty
Phlebotomists OES 660990 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$7.00-9.80 (8.23) \$7.91-11.40 (9.00) \$9.00-13.25 (10.75)		Little Difficulty	Little Difficulty
Plumbers, Pipefitters, and Steamfitters OES 875020 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.50-13.53 (7.50) \$5.50-16.86 (10.50) \$13.50-22.82 (13.50)	<u>UNION</u> \$8.79-20.75 (8.79) \$15.10-24.03 (24.03) \$17.71-24.03 (24.03)	Some Difficulty	Little Difficulty
Portable Machine Cutters OES 939280 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-7.50 (4.25) \$4.25-10.00 (8.00) \$5.00-20.00 (9.00)		No Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Precision Lithography and Photoengraving Workers OES 897100 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-10.00 (6.00) \$7.00-20.00 (9.00) \$12.00-25.00 (15.00)	<u>UNION</u> \$9.00-9.00 (9.00) \$13.00-21.00 (17.00) \$21.00-23.00 (22.00)	Little Difficulty	Little Difficulty
Printing Press Machine Operators OES 925430 1990	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-9.21 \$6.00-11.75 \$7.00-16.00	<u>UNION</u> \$8.73-22.00 \$13.43-25.00	Some Difficulty	UNCLEAR
Procurement Clerks OES 553260 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.12-10.00 (7.95) \$7.00-11.14 (9.00) \$8.75-12.89 (11.00)		NOT SOUGHT	Little Difficulty
Production Inspectors, etc. OES 830050 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-11.00 (6.00) \$4.40-15.00 (9.00) \$4.95-17.00 (11.00)		No Difficulty	Some Difficulty
Production, Planning, and Expediting Clerks OES 580080 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.81-14.00 (8.72) \$7.50-15.00 (9.00) \$9.78-19.25 (12.11)		Little Difficulty	Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Psychiatric Aides OES 660140 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-9.25 (7.75) \$7.00-11.14 (9.00) \$8.50-12.11 (10.98)		No Difficulty	No Difficulty
Psychiatric Technicians OES 329310 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$11.14-12.50 (12.20) \$11.30-14.50 (12.40) \$11.32-17.60 (14.77)		No Difficulty	Little Difficulty
Radiologic Technologists - Diagnostic OES 329210 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$12.30-25.00 (13.94) \$12.41-25.00 (15.50) \$13.00-30.00 (18.50)	<u>UNION</u> \$13.00-14.51 (13.76) \$15.00-15.42 (15.21) \$17.00-18.46 (17.73)	Little Difficulty	Some Difficulty
Residential Counselors OES 273070 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-6.92 (4.65) \$4.25-13.37 (8.24) \$6.25-15.50 (13.18)		No Difficulty	No Difficulty
Respiratory Care Practitioners OES 323020 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$11.00-14.57 (12.92) \$12.51-16.00 (14.00) \$14.85-20.00 (16.28)		No Difficulty	Little Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Roofers OES 878080 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.50-22.00 (7.25) \$5.00-22.00 (10.00) \$7.75-22.00 (16.00)	<u>UNION</u> \$7.44-20.77 (20.77) \$7.93-20.77 (20.77) \$20.77-20.77 (20.77)	Some Difficulty	Little Difficulty
Salespersons, Parts OES 490140 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-13.95 (7.38) \$6.00-26.16 (12.90) \$7.00-28.05 (14.77)		No Difficulty	No Difficulty
Salespersons, Retail OES 490110 1990	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-5.50 (4.75) \$4.25-7.00 (5.17) \$4.75-10.00 (6.38)		Little Difficulty in larger firms, otherwise, Great Difficulty	Some Difficulty
Sales Representatives - Except Scientific and Related Products, Services and Retail OES 490080 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.98-15.00 (10.00) \$8.14-16.50 (11.50) \$8.72-18.25 (13.75)		No Difficulty	Little Difficulty
Secretaries OES 551000 1990	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-10.63 (9.86) \$7.00-11.97 (10.41) \$9.50-14.08 (11.09)		Little Difficulty	Great Difficulty in larger firms, otherwise Some Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Secretaries, General OES 551080 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.00-14.67 (10.25) \$8.72-16.63 (10.18) \$11.14-19.28 (14.21)		Little Difficulty	Little Difficulty
Secretaries, Legal OES 551020 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$8.80-13.83 (10.55) \$12.77-22.00 (16.60) \$15.08-23.26 (19.93)		Little Difficulty	Some Difficulty
Sewing Machine Operators - Garment OES 927170 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-7.50 (6.25) \$5.00-8.13 (6.25) \$5.63-12.00 (9.30)		No Difficulty	Little Difficulty
Small Engine Specialists OES 853280 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-10.00 (6.63) \$6.50-15.00 (9.00) \$8.75-25.00 (12.00)		Some Difficulty	Great Difficulty
Social Service Technicians OES 273080 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-15.00 (8.49) \$8.00-16.84 (12.00) \$8.20-18.00 (12.79)		No Difficulty	No Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Stock Clerks, Sales Floor OES 490210 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-5.00 (4.63) \$4.75-8.50 (6.00) \$5.00-17.50 (7.75)	<u>UNION</u> \$4.25-6.90 (5.05) \$5.50-13.65 (7.11) \$10.50-15.00 (12.05)	Little Difficulty	Some Difficulty
Stock Clerks, Stockroom, Warehouse, Storage Yard OES 580230 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-8.00 (6.00) \$6.00-9.00 (7.50) \$10.00-15.00 (12.00)		No Difficulty	Some Difficulty
Surgical Technician OES 329280 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$8.32-12.60 (10.48) \$9.76-14.47 (11.52) \$11.20-16.88 (14.63)		Little Difficulty	Some Difficulty
Tax Interviewers/Preparers OES 211110 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-18.60 (7.91) \$4.50-17.44 (12.00) \$7.00-27.91 (15.00)		Some Difficulty	Some Difficulty
Teacher Aides OES 315210 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$6.88-8.50 (7.95) \$6.88-12.00 (8.16) \$7.59-12.00 (9.33)		No Difficulty	Great Difficulty

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Teachers and Instructors - Vocational Education and Training OES 313140 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$17.25-17.25 (17.25) \$19.38-25.00 (20.93) \$20.67-28.00 (22.17)	<u>UNION</u> \$19.79-31.04 (22.73) \$19.93-25.00 (20.93) \$21.45-34.10 (26.24)	Great Difficulty	Some Difficulty
Tellers OES 531020 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.25-7.51 (6.40) \$6.25-8.72 (7.70) \$6.98-10.47 (8.72)		Some Difficulty	Some Difficulty
Textile Machine Operators OES 927050 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-7.95 (4.50) \$4.25-10.25 (5.75) \$5.50-15.00 (7.75)		Some Difficulty	Some Difficulty
Tool and Die Makers OES 891020 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.25-15.93 (7.50) \$10.64-19.21 (14.00) \$11.28-20.00 (18.00)		No Difficulty	Some Difficulty
Traffic, Shipping and Receiving Clerks OES 580280 1993	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.00-8.00 (5.25) \$5.00-8.00 (5.25) \$6.00-9.84 (8.00)		No Difficulty	No Difficulty

Occupation	Wages (Median)				Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
					Inexperienced	Experienced
Truck Drivers,Light - Includes Delivery and Route Workers OES 971050 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$4.50-7.50 (5.50) \$6.00-9.50 (7.50) \$7.00-12.00 (9.50)	<u>UNION</u> \$4.50-7.68 (6.60) \$5.50-8.50 (7.33) \$7.00-11.00 (10.09)	No Difficulty	Little Difficulty	
Truck Drivers - Heavy or Tractor Trailer OES 971020 1992	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$7.00-12.00 (7.38) \$7.00-16.28 (11.00) \$9.00-20.00 (14.00)	<u>UNION</u> \$5.75-10.00 (7.88) \$5.75-13.90 (10.00) \$7.00-21.00 (14.00)	Great Difficulty	Some Difficulty	
Tumors Registrars (Limited) OES N/A 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$13.00-14.00 (14.00) \$15.00-16.00 (16.00) \$17.03-18.00 (17.50)		Some Difficulty	Some Difficulty	
Typists, Word Processing Equipment Operators OES 553110 1990	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.81-13.10 \$6.88-14.72 \$7.60-17.57	<u>LEGAL SERVICES</u> \$7.14-15.30 \$11.46-17.28 \$15.28-18.36	Little Difficulty	Some Difficulty	
Ultrasound Technologists (limited) OES N/A 1994	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> N/A \$14.94-19.38 (17.16) \$19.38-22.69 (21.03)		No Difficulty	Little Difficulty	

Occupation	Wages (Median)			Supply/Demand: Level of Difficulty Employers Have Finding Qualified Applicants	
				Inexperienced	Experienced
Waiters and Waitresses OES 650080 1990	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>PLUS TIPS \$2.5-17</u> \$4.25-4.25 (4.25) \$4.25-4.25 (4.25) \$4.25-6.00 (4.25)		Little Difficulty	Some Difficulty in larger firms, otherwise, Little Difficulty
Welders and Cutters OES 939140 1991	New Hires, no experience: New Hires, experienced: Experienced, 3 years w/firm:	<u>NONUNION</u> \$5.65-20.05 (8.50) \$6.98-22.38 (10.00) \$7.53-23.13 (12.00)		Some Difficulty	Great Difficulty